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Milestone 21.11

INVENTORY OF WORKING CONDITIONS AND OCCUPATIONAL SAFETY AND HEALTH POLICY DATA BASES

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February 2017



This project has received funding from the European Union's Seventh Programme for Research, Technological Development and Demonstration under Grant Agreement No 312691

Abstract

This working paper is part of Work Package 21 'Innovative tools and protocols for working conditions and vulnerability research' of the InGRID project. It aims to discuss an inventory of working conditions and occupational health and safety policy data bases in Europe. The inventory provides a clear overview of the existing data sources in this field in order to facilitate European comparative research. While composing these inventories it is important to acknowledge the current gaps in the information provided, to mark possible elaborations in the future.

The inventory bundles 16 databases on job quality policies, 3 databases on inclusive labour market policies, skills and training, and 3 company surveys. An information sheet is made for each database containing an abstract, key words, a specification of the unit and level of analysis, the geographic coverage, the time range, the producer and sponsor of the data, the data collection methodology, and information on the type of documents available. Further, a paragraph is written on the usability of the data, including information on accessibility and available documentation of the data, aiming at helping the user to discover the database. Another paragraph is dedicated to the completeness of the data with regard to policies. Finally, the information sheet of each database is completed by a summarising table on the advantages and disadvantages of the database and a graph visualising the general validation of the data when researching information on job quality related policies in Europe

This report constitutes Milestone 21.11 'Inventory of WC&OSH policy data bases', for Work Package 21 of the InGRID project.

February 2017

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Please refer to this publication as follows:

Smits, I., Van Gyes, G., Seghir, M., Hamon-Cholet, S. (2017). *Inventory of working conditions and safety and health policy data bases* (working paper 21.11). Leuven: InGRID.

Information may be quoted provided the source is stated accurately and clearly.

This publication is also available via <http://www.Inclusivegrowth.be/project-output>

This publication is part of the InGRID project, this project has received funding from the European Union's Seventh Programme for Research, Technical Development and Demonstration under Grant Agreement No 312691.

The information and views set out in this paper are those of the author(s) and do not necessarily reflect the official opinion of the European Union. Neither the European Union institutions and bodies nor any person acting on their behalf may be held responsible for the use which may be made of the information contained therein.



European policy-oriented research can and must deliver useful contributions to tackle the Europe 2020 challenges of Inclusive Growth. Key tools in this social sciences research are all types of data earning statistics, administrative social data, labour market data, surveys on quality of live or working conditions, policy indicators. The project aims to integrate and optimise these existing European data infrastructures and accompanying expertise.

List of abbreviations

CBR	CBR Leximetric Datasets
CIS	Community Innovation Survey
CVTS	Continuing Vocational Training in Enterprises
DICE	Database for Institutional Comparisons in Europe
DTCA	Database on Transnational Company Agreements
EC	European Commission
ECS	European Company Survey
EEPO	European Employment Policy Observatory
EIS	European Innovation Scoreboard
ESENER	European Survey on Enterprises on New and Emerging Risks
ESJS	European Skills and Jobs Survey
EU	European Union
Eurofound	European Foundation for the Improvement of Living and Working Conditions
Eur-Lex	European Legislation Database
EurWORK	European Observatory of Working Life
EUSI	EUSI Labour Market and Working Conditions
GESIS	Leibniz Institute for the Social Sciences
ICTWSS	Database on institutional characteristics of trade unions, wage setting, state intervention and social pacts
ILO	International Labour Organization
InGRID	Inclusive Growth Research Infrastructure Diffusion
JWES model	Job content, Working conditions, Employment conditions and Social relations model
JQP	Job quality policy / policies
LABREF	Labour market reform database
LAF	Lime Assessment Framework
LEGOSH	Global Database on Occupational Safety and Health Legislation
LMI	Labour Market Regulations Database
N-Lex	National Legislation Database
NORMLEX	Information System on International Labour Standards
OSH	Occupational safety and health
PIAAC	Programme for the International Assessment of Adult Competences
SDTD	Social Dialogue Texts Database
WCLD	Working Conditions Laws Database
WES model	Work, Employment and Social relations model
WISE	World Indicators of Skills for Employment
WSI	Minimum Wage Database

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1. Introduction

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1.1 Rationale of the inventory

This working paper presents the last of three inventories related to data sources on working conditions and occupational safety and health (OSH) in Europe as part of the InGRID project (Inclusive Growth Research Infrastructure Diffusion).

This project has to be situated within the context of the inclusive growth priority of the Europe 2020 strategy, the growth strategy of the European Union. Here, the EU has set five ambitious thematic objectives to be reached by 2020; on employment, innovation, education, social inclusion and climate/energy. In addition to that, the ‘EU Employment Package contributing to more and better jobs’ was developed in order to complement the EU2020 strategy and the agenda for new skills and new jobs. With this Employment Package, the European Commission wants to boost job creation and focus on job-rich growth (COM 2020 final; European Commission, 2013) as well as to ensure the quality of new jobs. To evaluate this strategy and the progress, good measurement tools and indicators are necessary.

The general objective of the InGRID project is in relation to this policy strategy to integrate and innovate existing but distributed European social sciences research infrastructures on ‘poverty and living conditions’ and on ‘working conditions and vulnerability’. InGRID as research infrastructure project serves the social sciences community that aspires to make an evidence-based contribution to the European policy challenge of inclusive growth. It is a social sciences community that focuses on social in/exclusion, vulnerability-at-work and related social and labour market policies from a European comparative perspective. It is an interdisciplinary field of poverty research, labour studies, policy analysis and social statistics. Key tools in this social science research are all types of data: statistics on earnings, administrative social data, labour market data, surveys on quality of life or working conditions, and policy indicators.

Therefore, the main objective of this paper is to facilitate this kind of research by providing a concise overview and brief assessment of the existing comparative policy databases in the field of working conditions and OSH. In the previous working papers an inventory of national and transnational surveys on working conditions and OSH in Europe (Szekér & Van Gyes, 2015) and an inventory of linked employer-employee surveys (Greenan & Seghir, 2015) were discussed. All of these inventories attempt to provide research communities a clear overview of the existing data sources in this field in order to facilitate European comparative research. While composing these inventories it is important to acknowledge the current gaps in the information provided, to mark and stimulate possible elaborations in the future. The concluding remarks of the paper will focus on these identified gaps and problems.

1.2 Scope of the inventory

1.2.1 Policy domains

The International Labour Organisation (ILO) defines working conditions as follows: *‘Working conditions are at the core of paid work and employment relationships. Generally speaking, working conditions cover a broad range of topics and issues, from working time (hours of work, rest periods, and work schedules) to remuneration, as well as the physical conditions and mental demands that exist in the workplace’*. Eurofound gives the following definition of working conditions: *‘Conditions in and under which work is performed as regards the work environment and the time, place and organization of work. [...] Nowadays, [...] a broader definition of the term is coming to be accepted which also includes the economic dimension and its effects on living conditions and the social roles of employees.’*

Van Houten, Cabrita and Vargas (Eurofound, 2014) look at working conditions as *‘the result of interaction between characteristics of a job, the work, the company and the individual’*. From a European perspective, this policy arena is defined with goals like ‘sustainable work’. Eurofound defines sustainable work as *‘living and working conditions are such that they support people in engaging and remaining in work’*. Having a job and staying in a job is the key issue. The European Commission considers in this regard as inclusive when everyone of working age can participate in paid work, especially vulnerable and disadvantaged people.

Two policy domains can be differentiated in this regard focusing on more jobs and good jobs:

1. the first domain relates to various aspects of job quality. Green defines job quality as *‘the extent to which a job has work and employment-related factors that foster beneficial outcomes for the employee, particularly psychological well-being, physical well-being and positive attitudes such as job satisfaction.’* (Green, 2006, in Holman 2012). It is about modelling, designing and regulating job characteristics and the work environment;
2. the second domain has to do with labour market policies and regulations. It is about making the individual stronger to have and stay in the job and providing the right circumstances for this. This domain includes issues of skills, careers, employability and health.

Both the job (quality) characteristics and the labour market circumstances of the individual are or can be influenced by a set of policies and regulations at different levels. Relevant company (human resources) and public policies will have positive or negative short-term and long-term effects.

Although the workplace and the labour market are the main place of action, individual choices and company policies have the most direct effect, regulations and policies by public authorities and social partners can make a significant contribution to fostering sustainable work. Law, but also collective agreements form the ‘hard’ core of these kind of policies, can be complemented with all types of ‘soft’ policy instruments. In the Member States of the EU, organisations representing employers and workers together play an important role, influencing developments at the workplace and participating in the wider social and economic governance. Although the nature and extent of this role varies considerably from country to country, social dialogue forms part of the *acquis communautaire*. These policies can be situated at different levels of policy-making (international, national and local/regional) and can be different in coverage: pertaining to a specific profession, sector or covering the whole economy.

A good example of the first type of policies is occupational safety and health management (OSH). The ILO (Alli, 2008) defines it as follows: *‘the anticipation, recognition, evaluation and control of hazards arising in or from the workplace that could impair the health and well-being of workers, taking into account the possible impact on surrounding communities and the general environment.’* Driven among others by international ILO conventions and European framework directives, it has been an evolving policy field in which especially since the 70s a systemic policy approach has been promoted. This systematic approach included

also a ‘participatory’ perspective in which social partners were dedicated a primary role in policy development and implementation. As the following Chapter will show, OSH is one of the few domains of job quality policies, where elaborated comparative database exist in Europe.

A strong example of the other domain are lifelong learning policies. Today the notion of a learning economy is increasingly being used (Lundvall, 1997). This concept makes it clear that due to the speed of contemporary business innovation, economic performance depends strongly on the ability to learn continuously rather than on the acquired stock of knowledge or qualifications. For the training system, this means that employees must be equipped with the necessary learning competencies. It also results in emphasis being put on the element of lifelong learning: people need ready access to learning throughout their working lives. Policy attention to the subject of vocational training has risen sharply since the 1990s (Descy & Tessaring, 2001). The topic of vocational training has been fully developed as an instrument of employment policy. Throughout the European Union, therefore, efforts are being made to raise the skill level of the workforce and to improve its capacity to adapt to changes in job content and working methods. Vocational training is seen as a means by which the ‘employability’ (the chance of getting and keeping a job) of workers and the competitiveness of companies can be enhanced together. Because of these converging interests and the stronger policy focus, the issue of vocational training has become a major field of bargaining and co-operation between the industrial relations actors in recent years.

1.2.2 Selection of the databases and search criteria

The selection of databases in this inventory is based on three criteria:

- format of the database;
- policy maker or level of the data included in the database;
- content covered by the database.

Concerning the format of the database, both textual databases and databases containing policy related indicators have been included. Despite the fact that they are more uncommon, preference is given to indicator databases with the exception of *ad hoc* academic indicators. A second selection criteria of databases is the policy maker or the level of the data covered by the database. This inventory includes data sources of all levels: public policies formed by governments, as well as regulation made by social partners or in social dialogue are presented. Thirdly, a distinction is made between databases on sustainable work (Chapter 2), databases on inclusive labour market policies (Chapter 3) and company surveys (Chapter 4). Since there is an important overlay between these themes, a summary is provided in the conclusion which will present the ‘best available’ as well as the ‘gaps’ in the databases included in this inventory.

In order to define clear search criteria, a framework was developed to relate the theoretical conditions and terminology on inclusive labour market policies and sustainable work to actual policy-making activities and to scan if available comparative policy database include relevant indicators and/or information on relevant policies.

Table 1.1 Translating policy interests into more concrete policymaking activities

Policy interests	Policy making activities
<i>Job level: working conditions (↔ OSH)</i> Work organisation: job content, risks, etc. Employment conditions: wages, training, etc. Social relations: social support, etc.	f.e. job quality improvement policies f.e. wage policies, contract regulations, working time regulations, lifelong learning policies f.e. policies on bullying, violence, harassment
<i>Labour market level</i> Job sustainability Employment vs unemployment and inactivity	f.e. policies on sustainable work, pensions f.e. policies on social security, job transition

For classifying the available databases in Chapter 2, 3 and 4, the WES model is used to identify three major subjects in policy interests, which are then translated into possible policy making activities: work (W), employment (E), and social relations (S). The concept of *Work* includes aspects related to the actual course and executing of the job, such as task autonomy, task complexity, teamwork, repetitiveness, speed pressure, exposure to risks, emotional pressure, etc. Secondly, the *Employment* as defined in the WES model cover legal and contract-related regulations and stipulations on earnings, type of contract, working hours, training and career opportunities. Finally, the social framework of the job is describing in the dimension of *Social relations* at work, implying regulations on violence and harassment, social support from colleagues and management, participation, and having a voice or a say at work. Table 1.2 presents the distribution of different job quality aspects over these three dimensions.

Table 1.2 Working conditions and work-related aspects and the three dimensions of the WES model

Work	Employment	Social relations
Task autonomy Task complexity Autonomous team work Planning autonomy Repetitive tasks Emotional pressure Dealing with people Speed pressure Risks (ergonomic, ambient and bio-chemical) Fixed workplace	Wage Permanent contract Full time work Variable working time arrangements Atypical working time arrangements Career opportunities Training	Participation Co-determination Representation Social support Supportive management Violence and harassment
Traditional job content, work organisation and employment conditions job characteristics.	Traditional job characteristics that include a direct transfer to the private life.	Traditional social relations job characteristics.

Source: Vandekerckhove, Szekér & Lamberts (2016)

2. Databases on job quality policies

Ine Smits, Guy Van Gyes

2.1 The structure of the database inventory sheet

The inventory scope of this Chapter 2 are comparative policy databases on job quality in Europe, aiming to provide an overview of the existing data sources for comparative research. Therefore, an information sheet is made for each database containing an abstract, key words, a specification of the unit and level of analysis, the geographic coverage, the time range, the producer and sponsor of the data, the data collection methodology, and information on the type of documents available.

Further, a paragraph is written on the usability of the data, including information on accessibility and available documentation of the data, aiming at helping the user to discover the database. Another paragraph is dedicated to the completeness of the data with regard to policies. This section is based on the theoretical fundamentals of the WES model on job quality, as describes earlier.

Finally, the information sheet of each database is completed by a summarising table on the advantages and disadvantages of the database and a graph visualising the general validation of the data when researching information on job quality related policies in Europe. In this graph, the database is evaluated on five concepts:

- coverage: this takes into account the paragraph comparing the database to the WES model. The score is based on the extensiveness of which these topics are available in the database;
- completeness: apart from the separate topics discussed in the database, this score represents the extent to which the available subjects are treated profoundly;
- accessibility: this score is derived from the following criteria: the convenience with which the user can search and select the data of his interest (search tool available), the cost of consulting the database, the conditions of access, the languages in which the database is available, the clarity to which the data are disseminated to both less sophisticated and more advanced users, whether it is possible consult the database in its whole;
- punctuality: this is based on elements such as the regularity of updates, the time in-between the action and the moment this information is available in the database, whether the database is currently still updated, etc.;
- usability: this score is based on the user friendliness of the database and its format.

The databases are scored on these criteria between 0 and 10. These scores serve only to provide a general indicative overview of the main strong and weak points of the database involved and are not meant to be compared to averages. A list of the scores of all databases is presented in an overview in the conclusion, in order to summarise the inventory.

For each database relevant sources are mentioned.

2.1.1 ICTWSS: database on institutional characteristics of trade unions, wage setting, state intervention and social pacts

Overview

Abstract

The ICTWSS database is an industrial relations indicators database made available by Jelle Visser of AIAS. This data source contains annual quantitative and quantified qualitative data for all OECD and EU Member States, plus some emerging economies, covering four key elements of modern political economies: trade unionism, wage setting, state intervention and social pacts. The reason for this database is academic.

The main topics discussed are:

- trade unionism: e.g., trade union density, existence and characteristics of work councils and trade union (confederations), union concentration and centralisation;
- wage setting: e.g., bargaining level, coverage, minimum wage settings;
- state intervention: e.g., in bargaining and social pacts;
- social pacts: e.g., characteristics, content, involvement of actors.

Key words

Trade unionism, wage setting, state intervention and social pacts, employer organization, union centralisation, work councils, employee representation, union authority, bargaining coverage, sectoral bargaining, minimum wage setting, union density, union membership.

Unit of analysis

Enterprises; aggregated macro level data and meso level data.

Format of the database

Indicators (downloadable in Excel file).

Scope & coverage

Geographic coverage

- 51 countries.
- All OECD and EU Member States, plus some emerging economies.
- Argentina, Australia, Austria, Belgium, Brazil, Bulgaria, Canada, Chile, China, Croatia, Cyprus, Czech Republic, Denmark, Estonia, Germany, Greece, Finland, France, Hungary, Iceland, India, Indonesia, Ireland, Israel, Italy, Japan, Korea, Latvia, Lithuania, Luxembourg, Malaysia, Malta, Mexico, the Netherlands, New Zealand, Norway, the Philippines, Poland, Portugal, Romania, Russia, Singapore, Slovakia, Slovenia, South Africa, Spain, Sweden, Switzerland, Turkey, the United Kingdom, the United States.

Time span

- The period covered by the data differs greatly per topic and country.
- The overall time span covered contains 55 years.
- 1960-2014 (until the most recent version 5.0).

Producers & sponsors

Jelle Visser, AIAS, University of Amsterdam.

Data creation

Data collection

For all subjects the data is combined from various sources, which are mentioned in the codebook.

Type of information available

Text documents available

Yes, codebook downloadable in PDF format.

Indicators available

Yes, dataset downloadable in Excel format.

Guidelines for use available

No.

Search or browse function available online

No.

Link: <http://archive.uva-aias.net/208>

Content of the database

The ICTWSS database contains indicators trying to capture the actual level of bargaining over wages and working hours, the current state of affairs with regard to trade unionism, state intervention and social pacts. The data are not directly linked to concrete policy decisions, but since they are longitudinal, it could be possible to analyse the impact of implemented JQP measures.

Usability of this data: accessibility, consultation and documentation of/on the data

At first sight, the dataset is very easy to access and to consult. All related documents (codebook and dataset) are downloadable on the website of the University of Amsterdam - as mentioned above. This download is free-of-charge and without any need for registration. Further, everything is clearly structured and available in English.

However, after downloading the dataset and codebook it becomes more complex. The codebook explains very clearly the names of all indicators, but the Excel file is large and because of the structuring of the data in different sheets, it can be difficult to transfer these data into a statistical tool. Availability of the database in the format of regularly used statistical packages (STATA, SAS, R, etc.) is missing. Moreover, there are no browse functions or internal references available, which could offer some guidance in this broad dataset.

Completeness of the data with regard to JQP

The main themes covered in these database are the following: rights, wage setting, social pacts and agreements, works councils and employee representation in the enterprise, union authority, employer organization, number and membership of unions and confederations, union density and bargaining coverage, union concentration and centralisation.

Based on the WES model the ICTWSS database can be considered very complete regarding the Social relations component. Within this component, especially collective representation aspects are profoundly verified. Apart from wage setting, the elements of Work organisation and Employment conditions are not treated at all. Overall, the database mainly focuses on procedural aspects or arrangements of social dialogue and - with the exception of wages - on substantial issues of JQP.

Therefore, the JQP subjects treated by the ICTWSS database are rather limited.

Table 2.1 Summary of advantages and disadvantages of ICTWSS

Advantages	Disadvantages
<ul style="list-style-type: none">- Regularly updated (last version contains data until 2014)- Free of charge, no registration needed, facilitates usage- Broad scope thematically (almost 200 indicators)- Broad scope geographically (more than 50 countries)- Combination of different data sources (only the best data in a certain area are mentioned/used; this broadens the possibilities regarding comparative studies)- Codebook is very complete and clear- Codebook contains many references to the original datasets	<ul style="list-style-type: none">- Combination of various data sources (different sample procedures, sample sizes, units of analysis, ... higher risk on methodological errors; possibly difficult to combine the data for actual analysis, sufficient for a quick overview or state of affairs, but certainly not for more profound studies; the dataset may seem more appealing than it is, a lot of indicators, countries and years are involved, but there is no data available for all these categories)- The structuring of the data makes it impractical to open them in a statistical tool (different excel sheet for each country)- A lot of missing values if you look at the dataset as a whole- When searching for the original data sources, it is not always clear which data comes from which sources- Not all references are reachable, so it is difficult to find the original data when looking for more details (sometimes the pages referred to are no longer in use, sometimes you might need more permissions)

Figure 2.1 General validation of the ICTWSS data from the perspective of JQP in Europe



References

<http://archive.uva-aiaa.net/208>

http://www.edac.eu/indicators_desc.cfm?v_id=215

2.1.2 NORMLEX: Information System on International Labour Standards

Overview

Abstract

'NORMLEX is a new information system which brings together information on International Labour Standards (such as ratification information, reporting requirements, comments of the ILO's supervisory bodies, etc.) as well as national labour and social security laws.' (ILO, 2016a) 'It contains data on ILO conventions and recommendations, ratification information, comments of the Committee of Experts and the Committee on Freedom of Association, representations, complaints, interpretations, General Surveys, and numerous related documents.' (EDAC, 2016b)

The main topics discussed are:

- labour standards, work and employment;
- social security, migration, health and safety, education and family;
- human rights.

The aim of the database is to provide information on the state of affairs of countries' legislation. 'NORMLEX has been designed to provide comprehensive and user friendly information on these topics and includes the NATLEX database as well as the information which was previously contained in the former APPLIS, ILOLEX and Libsynd databases.' (ILO, 2016a)

Key words

Freedom of association, collective bargaining, industrial relations, forced labour, child labour, protection of children and young persons, equality of opportunity, equality of treatment, tripartite consultations, labour administration, employment policy, education, vocational guidance, on-the-job training, employment security, termination of employment, cooperatives, conditions of employment, conditions of work, occupational safety and health, social security, maternity protection, migrant workers, seafarers, fishers, dock workers, indigenous workers, tribal workers, domestic workers, national labour policy, social security, human rights, promotion, labour administration, labour inspection, working time.

Unit of analysis

Country policies, macro level, national data.

Format of the database

Legislation (downloadable in PDF file).

Scope & coverage

Geographic coverage

Over 170 countries and regions worldwide, for full list consult the link below.

Time span

- Periods covered differ per country.
- The overall time span covered is 1919-present.

Universe

Conventions, protocols, recommendations. Titles and texts of legislations.

Producers & sponsors
International Labour Organization - International Labour Standards Department.
The technical development was realised with funding provided by the United States Department of Labor.

Data creation

Data collection

Data are formed by the combination of different sources.

Type of information available

Text documents available

Yes, when possible, the full text of the legislation is made available in PDF format (for NATLEX).

Indicators available

No.

Guidelines for use available

Yes, NORMLEX User Guide online (at <http://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:71:0:::>)

Search or browse function available online

Yes, free search tool, glossary and multiple ordering possibilities available. Display of the data can be chosen by type, number, subject or status for conventions, protocols and recommendations separately.

Link: <http://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:1:0::NO::>

Content of the database

The NORMLEX database contains ILO conventions, protocols and recommendations, which can be consulted by subject, status and country (for specific implementation and ratification). Therefore, this database is strongly related to the topic of JQP in Europe, but it does not provide any statistics on the actual state of affairs with regard to those subjects, not on the impact of the implementation of the legislation.

Usability of this data: accessibility, consultation and documentation of/on the data

The NORMLEX database can be used for two types of research questions: (1) regarding national legislation on labour, working conditions and OSH and (2) regarding the implementation and ratification of ILO conventions.

All data available are very easy to access. There are no links to the original sources and no downloads possible, but everything is clearly available on the webpages of NORMLEX or NATLEX. Therefore, the NORMLEX database is a very useful source of information. Users can retrieve country profiles on their national legislation and on their use of international legislation. In addition, comparisons between all countries included can be made with regard to the instruments used and the ratifications of fundamental conventions and governance conventions. Ordering for the display of countries can be chosen according to region, number of ratifications and alphabet. The biggest difficulty in using these comparisons is that nothing is downloadable from the website. Moreover, a more detailed selection of countries is not possible. Users receive information on all countries included and cannot delete countries which are not part of their field of interest. Next to that, comparisons between national legislations are not possible.

A lot of jargon is used in presenting and ordering the data, which makes it less accessible at first sight. Therefore, NORMLEX provides a document containing explanations of this jargon and information on how to search in the database.

Overall, this database can be useful as informative tool on the state of affairs in labour legislation.

Completeness of the data with regard to JQP

The NORMLEX database contains legislation in all three categories of the WES model.

Regarding Work organisation, the following themes are available: vocational guidance and training, occupational health and safety. For the section on Employment conditions in the WES model the NORMLEX database is more detailed. Legislation on forced labour, the elimination of child labour,

tripartite consultation, employment policy and promotion, employment security, social security, wages, working time, social policy and maternity protection is included. According to the WES model, this covers almost all components of the Employment conditions.

Legislation on freedom of association and on equality of treatment is the only information available on Social relations. The addition of legislation on for example violence and harassment at work would increase the completeness of the database with regard to JQP.

Overall, the database is quite compete, especially as to the part on Employment conditions. Much interesting legislation is available, but it is not linked to the state of affairs in these topics, nor is this database formed in order to investigate the current situation of JQP.

Table 2.2 Summary of advantages and disadvantages of NORMLEX

Advantages	Disadvantages
<ul style="list-style-type: none"> - User guide, glossary, free search tool and multiple ordering possibilities available - Separate country profiles are accessible, as well as comparative tools for fundamental and governance conventions - Large geographical coverage - Large thematic coverage - Most pages are available in multiple languages - NORMLEX brings together information of different databases (NATLEX, APPLIS, ILOLEX and Libsynd databases). When searching for national labour legislation, NORMLEX redirects the user to the original database NATLEX. This website is very clearly organised - When redirected to NATLEX, browsing by country, subject and recent important additions is possible - Recent additions are organised by month, which allows an easy way to follow up adjustments - Per country, a report is available discussing their reporting obligations - Comparisons also possible for different regions - Document available containing information on the jargon used 	<ul style="list-style-type: none"> - No PDF format available (for NORMLEX) - No link to the country's website for original data (for NORMLEX) - A lot of specific jargon, for example to create different search or ordering categories, which makes it harder to find required data without prior knowledge - No possibility to compare national legislation between countries - No downloads of texts possible (for NORMLEX)

Figure 2.2 General validation of the NORMLEX data from the perspective of JQP in Europe



References

http://www.edac.eu/policies_desc.cfm?v_id=89

<http://www.ilo.org/dyn/normlex/en/?p=NORMLEXPUB:1:0::NO::>

2.1.3 DICE: Database for Institutional Comparisons in Europe

Overview

Abstract

The Database for Institutional Comparison in Europe (DICE) is run by the German economic research institute Information and Forschung (ifo). The website provides cross-country policy information and statistics on economic institutions and regulatory systems as well as their economic effects. 'A wide range of institutional fields is covered, including education, the public sector, social policy, the labour market, migration and values. Most of the data cover the EU-28 countries.' (EDAC, 2016c) It also provides information on other major industrial economies, as well as the BRIC countries. Taking into account the scope of work package 21 in this InGRID project, this inventory only discusses the Labour Market section and the section 'Work' under the category (Economic) Values.

The main topics discussed in the general DICE database are:

- business and financial markets;
- education and innovation;
- energy, resources, natural environment;
- infrastructure;
- labour market;
- migration;
- public sector;
- social policy;
- values.

The aim of the database is to offer countries the possibility of comparing their institutions to others' in both a small and broad circle. The DICE database is an answer to a growing demand of internationally comparable data on policies and institutions in a time of globalisation.

Key words in the Labour Market section in DICE

Active labour market policies, anti-discrimination, gender, employment, employment protection, labour standards, labour force participation, taxation of labour, wage subsidies, training, unemployment, unemployment benefit schemes, unions, wage bargaining, labour relations, wages and earnings dispersion, working time.

Key words in the Work section in Economic Values in DICE

Humiliation at work, job security, leisure time, responsibility in a job, usefulness to society in a job, importance of work, job attitudes, job characteristics, willingness to work, unemployment, work as a duty to society.

Unit of analysis

Countries, macro level data.

Format of the database

Search engine, contains: indicators (downloadable in Excel and PDF file) & reports (downloadable in PDF file).

Scope & coverage

Geographic coverage

- EU-28;
- It also includes information on other major industrial economies, as well as the BRIC countries;
- The countries covered differ per topic.

Time span

- The time spans covered differ greatly per topic;
- The overall period covered is from 1975 until present.

Producers & sponsors

CESifo Group: consisting of the Center for Economic Studies (CES), the ifo Institute (Institute Information and Forschung), and the CESifo GmbH (Munich Society for the Promotion of Economic Research).

Data creation

Data collection

Data are combined from various sources.

Type of information available
Text documents available Yes, DICE reports on certain subjects available.
Indicators available Yes, prefabricated tables downloadable in Excel and PDF format from DICE Labour Market and DICE Values - Work.
Guidelines for use available No.
Search or browse function available online Yes, there is a general search function. However, once the user has chosen a thematic category there are no browse or search tools.

Link: <http://www.cesifo-group.de/ifoHome/facts/DICE/DICE-About.html>

Content of the database

The DICE database is one of the few databases containing textual information on JQP that is not purely legislation. Next to tables and charts presenting indicators on very precisely defined topics, which can easily be related to JQP (especially since they are longitudinal), reports are available describing the state of affairs, evolution, theoretical principles and/or research within the subjects covered.

Usability of this data: accessibility, consultation and documentation of/on the data

The DICE database includes text documents and Excel files on a broad range of institutional fields. While this inventory discusses only the subcategories of Labour Market and Values (Economic Values - Work), other subcategories may contain subjects which are less directly related to working conditions but still interesting in this research field. Examples can be found under the subcategories Social Policy - Work-Family-Balance and Social Policy - Pensions.

Furthermore, all data is freely accessible and downloadable without any registration required. For every document first details are available, such as the last reference year, the date of publication and the countries involved. Guidelines for use are not available, but since the clear structure of the website, the workable formats of the documents and the prefabricated information these are not necessary.

Overall, the DICE database can be helpful in the gathering of descriptive statistics. However, the database does not directly provide a large set of indicators in order to compare countries using a more profound statistical analysis.

Completeness of the data with regard to JQP

According to the WES model on job quality, the DICE database does not contain data on the aspect of Work organisation. Nevertheless, the elements of Employment conditions and Social relations are well elaborated. For example, employment protection, labour standards, wages and earnings dispersion, working time and training are subjects on Employment conditions included in DICE. For the Social relations component, multiple elements are included. Among them is information on anti-discrimination, gender, labour force participation, unions, wage bargaining, labour relations.

A broad scope of subjects is treated and since these are very detailed defined; this can be used to measure the impact and state of affairs on JQP in Europe.

Table 2.3 Summary of advantages and disadvantages of the DICE data

Advantages	Disadvantages
<ul style="list-style-type: none"> - Ask for feedback - General search tool available, multiple filters can be set (institutional field, publish year, visuals, etc.) - For each document, it is possible first to have some more details (last reference year, date of publication in DICE, countries covered, citation, and related documents) - The proposal of related documents makes it easy to keep on browsing within one theme - The database is a combination of textual information and indicators - Data access is free-of-charge, no registration required 	<ul style="list-style-type: none"> - Within one subcategory, there is no search tool available - The database is a combination of textual information and indicators, but they are not separately presented and users cannot select the type of data they are looking for - Data is collected from different sources, but these are not always specified - No information on updates, however overall more or less recent - Most information sources are in PDF format, which makes it more difficult to work with or to adjust them to another research project

Figure 2.3 General validation of the DICE data from the perspective of JQP in Europe



References

<http://www.cesifo-group.de/ifoHome/facts/DICE/DICE-About.html>

http://www.edac.eu/indicators_desc.cfm?v_id=170

http://www.edac.eu/policies_desc.cfm?V_id=101

2.1.4 LABREF: LABour market REForm database

Overview

Abstract

The LABREF database is managed by the European Commission in cooperation with the Employment Committee (EMCO). The aim of the project, started in December 2005, is to support the work carried out in the framework of the Europe 2020 Strategy and to improve the understanding of labour market institutions as part of the general economic policy surveillance of Member States.

The measures reported in LABREF refer to enacted legislation, as well as other public acts of general scope, including measures entailing changes in the implementation framework of a previously adopted measure. In addition, they also encompass relevant collective agreements and tripartite agreements. The database does not record information on planned reforms or draft bills.' (EC, 2016a) 'The database allows for cross-country analysis on the pace and type of measures enacted in a particular year, as well as for tracking measures over time.' (EC, 2016a)

The main topics discussed are:

- labour taxation;
- unemployment benefits;
- other welfare-related benefits;
- active labour market policies;
- job protection legislation;
- disability and early retirement schemes;
- wage bargaining;
- working time organisation;
- immigration and mobility.

Key words

Labour taxation, unemployment benefits, other welfare-related benefits, active labour market policies, job protection legislation, disability and early retirement schemes, wage bargaining, working time organisation, immigration and mobility, public employment services, training, job creation, employment subsidies, income benefits, in-work benefits, means-tested benefits, permanent contract, temporary contract, social security contribution, income tax, government intervention, participation.

Unit of analysis

Countries, reforms of policies, macro level data.

Format of the database

Textual information (overview of legislation, collective agreements, intersectoral agreements, etc.) (downloadable in Excel file).

Scope & coverage**Geographic coverage**

Austria, Belgium, Bulgaria, Cyprus, Czech Republic, Denmark, Estonia, Finland, France, Germany, Greece, Hungary, Ireland, Italy, Latvia, Lithuania, Luxembourg, Malta, The Netherlands, Poland, Portugal, Romania, Slovakia, Slovenia, Spain, Sweden, United Kingdom

Time span

- The time span covered is 2000-2013, except for Bulgaria and Romania (from 2003) and for Croatia (from 2012);
- The year 2014 is currently in the process of being updated;
- Extension to earlier years is planned for EU-15 Member States.

Producers & sponsors

European Commission in cooperation with the Employment Committee (EMCO).

Data creation**Data collection**

Information is collected by DG ECFIN and verified by the Member States. A variety of sources is used to compile the database, which are mentioned in the user guide explaining the coverage and structure of the LABREF database.

Type of information available**Text documents available**

Yes, related documents are online, papers based on the LABREF database.

Indicators available

Yes, after selection in the browse function online tables are presented which can be exported to Excel. These tables contain textual information on labour market reforms in the EU Member States. In addition, general information is available in prefabricated graphs.

Guidelines for use available

Yes, recent user guide (2015) on the coverage and structure of LABREF downloadable in PDF format.

Search or browse function available online

Yes, filters are possible on country, years of entry into force of the measures, policy domain - policy field.

Link: <http://ec.europa.eu/social/main.jsp?catId=1143&intPageId=3193&langId=en>

Content of the database

The LABREF database provides an overview of the policy measures in the field of job quality in the European Union or in the Eurozone. An online search tool makes it possible to select information by different topics, etc. The full database containing the title, a short description and meta-information on each policy measure, can be downloaded in an Excel file.

The scope of the database implies labour market policies. It was built to examine and evaluate the impact of these JQP on the labour market performance in the European Union Member States. The database is formed in a neo-classical economic perspective that has a high interest in flexibility of labour market structures.

Usability of this data: accessibility, consultation and documentation of/on the data

All data access is free-of-charge, and no registration is required. The database is formed through an online search tool facilitating the selection of the countries, policy fields and years needed. Within this tool, the following information is automatically retrieved: country, year, policy domain, policy field, title and a general description. At any time, the user can add more fields of interest. Under 'Related Documents' on the LABREF website, the user has access to several reports and a user guide. The full database is downloadable in Excel format, containing an overview of the policy measures with regard to job quality per country.

Overall, the LABREF database contains very useful textual information on labour market reforms but since the search tool does not allow a direct comparison between countries or over time and no data, indicators are provided, the database remains merely informative.

Completeness of the data with regard to JQP

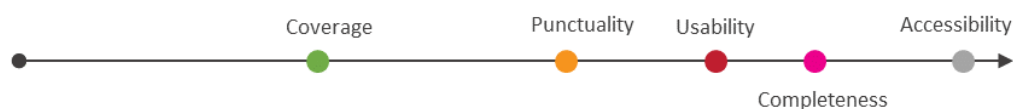
According to the WES model, policy domains in Work organisation and Social relations are not treated within this database. Only information on Employment conditions is provided through the following subjects: training, social security contributions, short-time work schemes, employment subsidies, job protection for permanent and temporary contracts, collective dismissals, early withdrawal, social pacts, framework agreements on wage setting, public wages, working time (working hours' management, part-time work, family-related working-time organisation, sabbatical and other special leave schemes).

This means that the LABREF database is very useful in the theme of Employment conditions since it contains all subjects specified in the WES model. However, for the categories of Work organisation and Social relations the database provides no information.

Table 2.4 Summary of advantages and disadvantages of the LABREF data

Advantages	Disadvantages
<ul style="list-style-type: none">- Free of charge, no registration required to access- The online database/search tool is very workable. Selection of multiple countries and subjects is possible, exportation to Excel possible, basic information is automatically retrieved and more information categories can be chosen. When interested in just one reform clicking on the line in the search tool offers a structured presentation of this information and is downloadable- Related documents are available- Graphs on general information on the data are available and downloadable- Usage of several information sources which makes it assumable that the database is rather complete- Link to the LAF database, providing data indicators on the evolution of labour markets- Everything is available in English	<ul style="list-style-type: none">- No direct comparisons between countries possible- Time span goes only until 2013

Figure 2.4 General validation of the LABREF data from the perspective of JQP in Europe



References

<http://ec.europa.eu/social/main.jsp?catId=1143&intPageId=3193&langId=en>

http://www.edac.eu/policies_desc.cfm?v_id=53

2.1.5 EEPO: European Employment Policy Observatory - Library

Overview

Abstract

The European Employment Policy Observatory (EEPO) is managed by ICF (data analysis consultancy) on behalf of the European Commission. 'It aims to improve European and national policy-making by providing information, analysis and insights on the design, implementation, monitoring and evaluation of policies. The main purpose of the EEPO is to produce high-quality research papers on the labour market and employment, which can be accessed through the EEPO's library. In developing its research, the EEPO brings together a network of experts from across the EU. They specialise in a range of topics relating to the labour market and employment.' (EC, 2016b)

The main topics discussed are:

- unemployment;
- work-life balance;
- education systems;
- skills supply;
- wages.

Key words

Active labour market policies, benefits, economic crisis, EU employment strategies, Europe 2020, flexicurity, green jobs, labour market policies, long-term unemployment, sectoral employment, self-employment, skills and jobs, undeclared work, wages, youth employment.

Unit of analysis

Countries, macro level data.

Format of the database

Search engine, textual information (reviews, employment policy updates, and thematic papers) (downloadable in PDF file).

Scope & coverage

Geographic coverage

All countries involved in the European employment strategy and/or the Europe 2020 strategy.

Time span

2001 until now.

Producers & sponsors

European Commission.

Data creation

Data collection

Data comes from different sources. Within the country-specific research EEPO, EEO, MISEP and country-specific reports are available; within the thematic research, documents are retrieved from EEPO, EEO and EERD; and for analysis of employment services input comes from PES, PARES and EEPO.

Type of information available
Text documents available Yes, documents on the analysis of employment services, event reports, MISEP meetings, regular reports, thematic papers, thematic review - country articles and thematic reviews are available.
Indicators available No.
Guidelines for use available Yes, a user guide on the document types in the EEPO Library is available.
Search or browse function available online Yes, this browse function allows navigation through research of the EEPO in different policy areas, document types, years of publication and countries.

Link: <http://ec.europa.eu/social/main.jsp?catId=1086&langId=en>

Content of the database

Since no general overview of all content of the library is available, the EEPO Library is merely considered as a search tool than as a database. The collection of EEPO reviews, focussing on an important topic in the field of employment policy and comparing what different countries have purchased or achieved in this area, thematic papers, and employment policy updates in the form of EEPO reports provides interesting textual information in order to study JQP in Europe. Rather than a compilation of legislation, this EEPO Library offers meta-information. However, the library only contains reports, no directly applicable data in research.

Usability of this data: accessibility, consultation and documentation of/on the data

The EEPO Library is easily accessible and usable. The online search tool allows selecting on one or several policy areas, countries, years, document types and/or keywords. By this selection, the user receives documents that are downloadable in PDF format. Besides the direct search results, some related documents are also presented.

Overall, the EEPO Library offers practical search tool that can help exploring reports in a broad thematic field but it is not directly usable in research.

Completeness of the data with regard to JQP

The sections on Work organisation and Social relations in the WES model are not treated by the EEPO Library. As regards the Employment conditions category, documents on wages, skills and jobs (training) and flexicurity can be retrieved using the search tool. This leaves many fields in job quality untreated.

Table 2.5 Summary of advantages and disadvantages of the EEPO Library data

Advantages	Disadvantages
<ul style="list-style-type: none"> - Data access is free of charge and no registration is required - Everything is available in English - All documents can be downloaded in PDF format - The library contains recent data and reports (until 2016) 	<ul style="list-style-type: none"> - The library contains only reports, no directly applicable data in research - No indication of last update

Figure 2.5 General validation of the EEPO Library data from the perspective of JQP in Europe



References

<http://ec.europa.eu/social/main.jsp?catId=1086&langId=en>

2.1.6 EurWORK: European Observatory of Working Life

Overview

Abstract

'Eurofound's long-established observatories on industrial relations (EIRO) and working conditions (EWCO) have now been combined to form EurWORK: the European Observatory of Working Life. EurWORK gathers all Eurofound's resources on working conditions and industrial relations, and is supported by a network of European correspondents across all EU Member States and Norway. Eurofound runs two regular surveys on working life issues: the European Working Conditions Survey (EWCS) and the European Company Survey (ECS), which are a further major resource for the observatory.' (Eurofound, 2016a).

The main topics discussed are:

- actors and institutions;
- collective employment relations;
- individual employment relations;
- skills, learning and employability;
- pay;
- health and well-being at work;
- work organisation;
- working time and work-life balance;
- developments at EU level.

'EurWORK aims to serve the main Eurofound stakeholders, i.e. European social partners, EU institutions and Member State governments, as well as policy-makers and practitioners in the employment and restructuring fields.' (Eurofound, 2016) On that account, quarterly reports, comparative reports, representativeness studies, other EurWORK products and other research on working conditions and industrial relations are available online.

Key words

Actors and institutions, collective employment relations, individual employment relations, skills, learning, employability, pay, health, well-being at work, work organisation, working time, work-life balance, developments at EU-level, health and safety at work, absenteeism, physical work hazards, psychosocial work hazards, stress, workplace health promotion, work organisation, workplace innovation, access to employment, contract of employment, maternity leave, parental leave, posted workers, termination of employment, undeclared work, part-time employment, temporary employment, equal pay, minimum wage, variable pay, annual leave, flexible working hours, night work, overtime, shift work, time off, work-life balance, working time, apprenticeship, informal training, skills and competences, trainees, training and skills development, education, lifelong learning, representativeness, social partners, trade unions, work councils, collective bargaining, employee representation, participation, social dialogue, collective agreements, violence and harassment at work.

Unit of analysis

Countries, however this can vary across publications.

Format of the database

Search engine, indicators and textual information (reports, studies, etc.) (downloadable in PDF file).

<p>Scope & coverage</p> <p>Geographic coverage</p> <ul style="list-style-type: none"> - EU-28. - Geographic coverage differs per topic or per type of information. <p>Time span</p> <p>The time span covered varies per topic and type of information.</p>

<p>Producers & sponsors</p> <p>Eurofound.</p>
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<p>Data creation</p> <p>Data collection</p> <p>Data from observatories on industrial relations (EIRO) and working conditions (EWCO) have been combined. The original sources of the information provided are always mentioned.</p>
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<p>Type of information available</p> <p>Text document available</p> <p>Yes, quarterly reports, comparative reports, representativeness studies, other EurWORK products and other research on working conditions and industrial relations are structured according to topic and type of information.</p> <p>Indicators available</p> <p>Yes, within the sections on collective wage bargaining and on working life country profiles prefabricated data, graphs and maps are presented. These cannot always be downloaded.</p> <p>Guidelines for use available</p> <p>No.</p> <p>Search or browse function available online</p> <p>Yes, within every section a search tool is available. Filters can be set on country, topic, sector and year of publication.</p>

Link: <https://www.eurofound.europa.eu/observatories/eurwork>

Content of the database

The EurWORK Observatory contains a large amount of information, but this is merely ad hoc documentation; no regular reporting is organised. The database offers textual information as well as indicators per country and when possible in chronological order.

Usability of this data: accessibility, consultation and documentation of/on the data

EurWORK contains a large amount of documents and information, which may make it hard to gain some overview. Nevertheless, the website is well structured and all information is freely accessible without registration required. Information within the user's field of interest can be found through the online search tool or by selecting the topic of type of information required. All documents can be downloaded in PDF format, which is convenient for text documents but makes it redundant to work with the data, tables and/or graphs included. A user guide is not available, but since the data provided are so diverse, general instruction would not be helpful.

Overall, the EurWORK database contains a lot of information on a broad range of topics and countries. This can be country-specific or comparative and can be very useful in the collection of descriptive data. However, EurWORK does not provide data sources that allow direct comparative or statistical analysis.

Completeness of the data with regard to JQP

According to the WES model on job quality, the EurWORK database contains information on all three categories. The section on working conditions within this Work organisation is rather completely described, as it contains for example information on health and safety at work, absenteeism,

physical work hazards, psychosocial work hazards, stress, etc. Additions could be made in the subjects on the job or task level and on the organisational level.

The subject of Employment conditions is widely discussed in the database. Access to employment, contract of employment, maternity leave, parental leave, posted workers, termination of employment, undeclared work, part-time employment, temporary employment, equal pay, minimum wage, variable pay, annual leave, flexible working hours, night work, overtime, shift work, time off, work-life balance, working time, apprenticeship, informal training, skills and competences, trainees, training and skills development, education, lifelong learning are all elements in this category.

The component of Social relations in the WES model is also represented in the database. For example, information can be found on representativeness, social partners, trade unions, work councils, collective bargaining, employee representation, participation, social dialogue, collective agreements, violence and harassment at work. External feedback and social climate are two important elements missing in this database.

Overall, this means that the EurWORK database contains all elements on Employment conditions as stated in the WES model, as for the categories on Work organisation and Social relations some additions could be made. In sum, this database is rather complete.

Table 22.6 Summary of advantages and disadvantages of the EurWORK data

Advantages	Disadvantages
<ul style="list-style-type: none"> - Different types of information available on a broad and complete thematic and geographical scope - All documents are downloadable in PDF format - Before downloading the full document, some short information on the paper is provided - Information can be gathered through selection of the topic or the type of information and by using the search tool within every subtitle. For information on collective wage bargaining and for working life country profiles, however, a direct link is provided - Original sources of the information provided are always mentioned - Regularly updated 	<ul style="list-style-type: none"> - Everything is downloadable in PDF format, which makes it redundant to work with these data and tables - No data available for direct comparative analysis

Figure 2.6 General validation of the EurWORK data from the perspective of JQP in Europe



References
<https://www.eurofound.europa.eu/observatories/eurwork>

2.1.7 EUSI Labour Market and Working Conditions

Overview

Abstract

The EUSI Labour Market and Working Conditions indicators database is part of the wider European System of Social Indicators. 'It is an instrument to be used to continuously monitor and analyse the individual and societal well-being of European citizens in terms of quality of life, social cohesion and sustainability as well as changes in the social structure of European societies. The European System of Social Indicators covers the EU-27 Member States, Norway and Switzerland as well as Japan and the United States as two major reference societies. At present there are time series data available for roughly 650 indicators from 10 out of the projected 13 life-domains.' (GESIS, 2016a) The website gives access to prefabricated tables of time series indicators in the field of labour market and working conditions. The data cover 31 mainly EU countries and the period 1980-2013.

The main topics discussed in the European System of Social Indicators are:

- population, households and families;
- housing;
- transport and mobility;
- leisure, media and culture;
- social and political participation and integration;
- education and vocational training;
- labour market and working conditions;
- income, standard of living and consumption patterns;
- health;
- environment;
- crime and public safety;
- social security;
- total life situation.

Key words in the Labour Market and Working Conditions section

Objective living conditions, subjective well-being, disparities, inequalities and social exclusion, social relations and ties, human capital, natural capital, demographic and socio-economic structures, values and attitudes, employment potential, employment level, employment growth, employment rate, reemployment rate, subjective assessment of labour market opportunities, temporary employment, rate of job loss, perceived job security, working conditions, working time, weekly hours of work, rate of marginally employed, part-time employment, Sunday work, work at night, annual holiday entitlement, earnings, work environment, job characteristics, mobility, occupational mobility and advancement, geographic mobility, unemployment, underemployment, evaluation, disparities of employment opportunities and risks, gender, generations, nationality, participation in the area of working life, quality of social relations, quality of societal institutions, human capital, job-related health impairments, promotion of vocational qualification, natural capital, natural resources, labour force status, structure of employment, values and attitudes.

Unit of analysis

Countries, macro level data (macrodata and aggregated micro-level data).

Format of the database

Indicators (downloadable in PDF file).

Scope & coverage

Geographic coverage

- EU27, plus Norway, Switzerland, Japan, United States.
- Within the section on Labour Market and Working Conditions country-specific information available can vary per topic.

Time span

- The period covered differs per indicator and per country.
- The overall time range is 1980-2013.

Producers & sponsors

Gesis, Leibniz-Institut für Sozialwissenschaften.

Data creation Data collection The database contains information from different sources. The data sources used include international aggregate official statistics as well as microdata from various official as well as science based cross-national surveys.
Type of information available Text document available Yes, publications are downloadable in PDF format. Indicators available Yes, all information available is presented in prefabricated tables, which can be downloaded per topic in one document in PDF format. In addition, an extensive web tabulator SIMon is available for creating graphs, tables, cartographic maps. This tool allows basic analysis too. Guidelines for use available No, but there is a webpage on the conceptual framework of the EUSI database. Search or browse function available online No.

Link: <http://www.gesis.org/en/services/data-analysis/social-indicators/european-system-of-social-indicators/labour/>

Content of the database

The EUSI Labour Market and Working Conditions database contains data indicators for a large scope of countries, subjects and time span. The data are not directly linked to concrete policy decisions, but since they are longitudinal, it could be possible to analyse the impact of implemented JQP measures.

Usability of this data: accessibility, consultation and documentation of/on the data

The data on the EUSI database and the use of the web tabulator SIMon are easily accessible. Data access is free of charge, but registration is needed for some functions. Since the website is very clearly structured, the user easily finds his topic of interest. The documents available are downloadable in PDF format. There is no search or browse tool available but this is no shortcoming in the current structure.

However, since all data available are formatted as prefabricated tables in PDF format, it is very redundant to use them in new research analysis. The SIMon tool allows some visualisation and analysis but only on a basic level.

The EUSI database is based on several data sources, which are clearly mentioned in each document available. In addition to that, there is a webpage on the conceptual framework of the EUSI database.

Overall, the EUSI database contains a lot of information on a broad range of topics, countries and years, but usage will remain mostly informative because of the format.

Completeness of the data with regard to JQP

According to the WES model, all three categories are treated in the EUSI database.

With regard to Work organisation the EUSI database contains interesting elements such as absenteeism due to working conditions, dangerous working conditions, job-related health impairments, occupational structure, size of enterprises, size of sectors, job and environment conditions. Especially the information on job and environment conditions are rather seldom available in international policy databases. However, many additions can still be made.

Job loss levels, employment opportunities, unemployment risks, wage differences, vocational qualifications, vocational training and expenditure on training, social job mobility, earnings, working time and shifts are included for data on Employment conditions. This covers all elements mentioned in the WES model.

Finally, the EUSI database contains some information on inequalities, social exclusion, social relations, equal opportunities for gender, generations, regions, disables and non-nationals in the field of

Social relations. Here possible additions could treat the important elements of representation and participation, collective as well as in an individual manner.

Overall, many job quality aspects are discussed and the EUSI database is rather complete. Information is available on each component, even though important additions can be made with regard to Work organisation and Social relations.

Table 2.7 Summary of advantages and disadvantages of the EUSI data

Advantages	Disadvantages
<ul style="list-style-type: none"> - A lot of information on a wide range of topics available - Broad time scope - Extensive web tabulator SIMon available for creating graphs, tables, cartographic maps. This tool allows basic analysis too - SIMon analysis tool is easy to work with for basic visualisation of the data and retrieving basic output - Everything is available in English - Data is freely accessible, but registration is necessary for certain functions - Data sources for the tables are always mentioned in the documents 	<ul style="list-style-type: none"> - It is no longer updated. However, the existing time series data will be included in Historical Statistics (hstat) of GESIS in the near future - Since all prefabricated tables can only be downloaded in PDF format, it is difficult to use them directly in research

Figure 2.7 General validation of the EUSI data from the perspective of JQP in Europe



References

<http://www.gesis.org/en/services/data-analysis/social-indicators/european-system-of-social-indicators/conceptual-frameworks/>
http://www.cdac.eu/indicators_desc.cfm?v_id=23
http://gesis-simon.de/simon_eusi/index.php?PHPSESSID=1099ffdf164d0dbd653af58390f2e1e#

2.1.8 LEGOSH: Global Database on Occupational Safety and Health Legislation

Overview

Abstract

'The ILO Global Database on Occupational Safety and Health Legislation (LEGOSH) provides a picture of the regulatory framework of the main elements of OSH legislation, including OSH management and administration, employers' duties and obligations, workers' rights and duties, OSH inspection and enforcement, among others. LEGOSH classification structure is based on a comprehensive set of 11 themes which follows and captures the main part of the key ILO standards such as the ILO Convention No.155 on Occupational Safety and Health (1981) and the Recommendation N°164, Convention No.187 on the Promotional framework for occupational safety and health (2006), the Labour Inspection Convention C081 and other technical Conventions as benchmarks.' (ILO, 2016b)

The main topics discussed are:

- national OSH regulatory framework;
- scope, coverage and exclusions of legislation;
- institutions and programmes relating to ISH administration and/or enforcement;
- employers' duties and responsibilities to protect the safety and health of workers and others;
- employers' duty to organise prevention formally along generally accepted OSH management principles and practices;
- employers' duty to ensure availability of expertise and competence in health and safety;
- workers' rights and duties;
- consultation, collaboration and co-operation with workers and their representatives;
- specific hazards or risks;
- recording, notification and investigation of accidents/incidents and diseases;
- OSH inspection and enforcement of OSH legislation.

Key words

Legislation, occupational safety and health, national OSH regulatory framework, institutions relating to OSH, OSH programmes, protection, prevention, expertise and competence in health and safety, workers' rights, workers' duties, representation, specific hazards, specific risks, work-related accident, near miss incidents at work, occupational disease, OSH inspection, enforcement of OSH legislation, health and safety provisions, physical health, psychological health, periodic health surveillance, protective equipment, welfare facilities, risk assessment, training, biochemical hazard, chemical hazards, ergonomic hazards, physical hazard, psychosocial hazards, vulnerability.

Unit of analysis

Countries, macro level data.

Format of the database:

Textual information (legislation and other JQP tools).

Scope & coverage

Geographic coverage

- Almost all ILO Member States;
- Specific countries: Algeria, Angola, Antigua and Barbuda, Argentina, Armenia, Australia, Azerbaijan, Bahamas, Bahrain, Barbados, Belarus, Belize, Benin, Plurinational State of Bolivia, Botswana, Bulgaria, Burkina Faso, Burundi, Cameroon, Canada, Central African Republic, Chad, Chile, China, Colombia, Comoros, Congo, Costa Rica, Cuba, Côte d'Ivoire, Democratic Republic of the Congo, Denmark, Djibouti, Dominica, Dominican Republic, Ecuador, Egypt, El Salvador, Equatorial Guinea, Eritrea, France, Gabon, Georgia, Ghana, Grenada, Guatemala, Guinea, Guyana, Haiti, Honduras, India, Italy, Jamaica, Jordan, Kazakhstan, Kenya, Republic of Korea, Kuwait, Kyrgyzstan, Lebanon, Lesotho, Libya, Madagascar, Malawi, Malaysia, Mali, Mauritania, Mauritius, Mexico, Republic of Moldova, Morocco, Mozambique, Namibia, New Zealand, Nicaragua, Niger, Oman, Panama, Paraguay, Peru, Philippines, Poland, Portugal, Puerto Rico, Qatar, Romania, Russian Federation, Rwanda, Saint Lucia, Saint Vincent and the Grenadines, Saudi Arabia, Senegal, Seychelles, Sierra Leone, Somalia, South Africa, Spain, Sudan, Suriname, Swaziland, Sweden, Switzerland, Tajikistan, United Republic of Tanzania, Thailand, The former Yugoslav Republic of Macedonia, Togo, Trinidad and Tobago, Tunisia, Turkmenistan, Uganda, Ukraine, United Arab Emirates, United Kingdom, United States, Uruguay, Uzbekistan, Bolivarian Republic of Venezuela, Viet Nam, Yemen, Zambia, Zimbabwe.

Time span

- The time span covered can differ per country and per topic.
- Generally, the database is updated regularly and for each country the last update is indicated.

Producers & sponsors

ILO, International Labour Organisation. The database has been implemented with the financial assistance of the Republic of Korea under the Korea/ILO Partnership Programme.

Data creation

Data collection

In order to collect the necessary information, researchers first reviewed existing laws that have been submitted to the ILO by Member States (e.g. by using NATLEX) and browsed official government web sites, mainly pertaining to public institutions involved in the administration of OSH, academic institutions and legal databases in order to check for updated pieces of legislation. Partly, special requests for information about the national legislation were sent by researchers to Ministries of Labour and/or Health or other relevant national authorities to seek information on any recent legislative developments and amendments.

<p>Type of information available</p> <p>Text document available Yes, all legislation is available and freely downloadable. Information on the methodology is also provided online and can be downloaded in PDF format.</p> <p>Indicators available No.</p> <p>Guidelines for use available Yes, information on the content and on how to use the database is downloadable in PDF format or can be read online.</p> <p>Search or browse function available online Yes, a browse function is available by country to generate a country profile. A general search function is available too, in which the user can enter some key words and set filters on country and topic.</p>
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Link: <http://www.ilo.org/dyn/legosh/en/?p=14100:1:8972587666487::NO:>

Content of the database

The LEGOSH database contains textual information in the form of legislation, agreements and other JQP tools (the existence of a website, etc.) for all ILO Member States. Documents can be retrieved as a list per country or in comparison with other (selected) countries. However, no information is available on the impact or results of a specific policy, nor is there data on the current state of affairs in these topics.

Usability of this data: accessibility, consultation and documentation of/on the data

LEGOSH contains comprehensive legal information, which allows you to:

- access synthesis of OSH legislation in English and authentic legal texts in original language;
- compare the legislation of several countries or regions on a particular subject;
- conduct customised searches;
- link to national and regional OSH institutions websites, OSH databases and other relevant sources of OSH legislation, policies and information;
- relate to the relevant comments of the ILO Committee of Experts on the Application of Conventions and Recommendations (CEACR).

All documents and information are freely accessible and no registration is required. However, all documents are available in English, in one of the official European languages and/or in the original language. This is inconvenient for comparative research. The structure of the comparative tool and of the country profile are made very useful and accessible. The general search tool, in which the user can enter some key words and set filters on country and topic, is convenient too. The date of the most recent update is indicated for each country.

Overall, the LEGOSH database is well structured and therefore very informative - this counts for the documents in a language the user understands. The disposal of a user guide and more information on the used methodology contributes to the usefulness and accessibility of the database.

Completeness of the data with regard to JQP

The LEGOSH database is very detailed on the part of OSH. Regarding the other components of the WES model on job quality, however, the database is not at all complete.

Table 2.8 Summary of advantages and disadvantages of the LEGOSH data

Advantages	Disadvantages
<ul style="list-style-type: none"> - Clear structuring of the information - Detailed information available, including the data source - Ask for feedback and help: 'Legal experts from OSH agencies, institutions, universities, research centres and other organizations from around the world are highly encouraged to become partners, content contributors or key sources of information on OSH legislation development to ensure this database is reliable and up-to-date.' - The full country profile, as well as the separate legislation documents, are downloadable in PDF format - Direct links to the NATLEX or NORMLEX website for some articles, which are very well structured and very informative - Everything is available in one of the official European languages. Most of the documents are also available in English and/or the original language - The comparative tool for multiple countries is very easy and useful - Data access is free of charge and no registration is required - The validation of the information is planned to take place in the coming year - The data is regularly updated and for each country, the date of the most recent update is mentioned 	<ul style="list-style-type: none"> - The download for the Excel file within the country profile does not work, it can be detected as harmful or corrupted - Without the Excel file on the country profiles, it is hard to use this textual information in research - Not everything is available in English, which makes it hard for users to understand all legislation

Figure 2.8 General validation of the LEGOSH data from the perspective of JQP in Europe



References

<http://www.ilo.org/dyn/legosh/en/?p=14100:1:8972587666487::NO::>

2.1.9 Working Conditions Laws Database

Overview

Abstract

'The ILO Working Conditions Laws Database provides a picture of the regulatory environment of working time, minimum wages and maternity protection in more than 100 countries around the world. It contains comprehensive legal information, which allows you to conduct customised research on a specific country, to compare the legislation of several countries or regions on a particular subject or to perform searches by text. For selected issues, a historical comparison is possible.' (ILO, 2016c)

The main topics discussed are:

- minimum wages;
- working time;
- maternity protection.

<p>Key words</p> <p>Working conditions, legislation, maternity protection, maternity leave, cash benefits, medical benefits, health protection, non-discrimination employment security, minimum wages, collective agreement, disabled, working time, limits to normal working hours, overtime work, schedules, rest periods, annual leave and public holidays, part-time work, night work, shift work, casual work, on-call work, flexitime, right to change working hours.</p> <p>Unit of analysis</p> <p>Countries, macro level data.</p> <p>Format of the database</p> <p>Textual information (summary of legislation and agreements) (downloadable in Excel file).</p>

<p>Scope & coverage</p> <p>Geographic coverage</p> <p>Over 100 ILO Member States worldwide.</p> <p>Time span</p> <ul style="list-style-type: none"> - The database was last updated from early 2011 through mid-2012. - The exact date of the most recent update is indicated for each country.
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<p>Producers & sponsors</p> <p>International Labour Organization.</p>
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<p>Data creation</p> <p>Data collection</p> <p>The main legislative sources used for the database are national laws (which include different kinds of legislative provisions such as acts, decrees and regulations). Information for the database was gathered through different methods, which are explained on the webpage on methodology and sources.</p>
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<p>Type of information available</p> <p>Text document available</p> <p>Yes, Working Conditions Laws 2012 Report available. Furthermore, when generating a country profile some original legal texts are available in PDF format.</p> <p>Indicators available</p> <p>No.</p> <p>Guidelines for use available</p> <p>Yes, a webpage is available with information on 'How to use this database', content and the methodology and sources.</p> <p>Search or browse function available online</p> <p>Yes, an open search tool is available. In addition, browsing by category is possible with filters on the sections of interest and browsing by country is possible to create a country profile.</p>
--

Link: <http://www.ilo.org/dyn/travail/travmain.home>

Content of the database

The Working Conditions Laws Database provides a summary of the existing legislation on multiple subjects in multiple countries. The information explains and summarises the legislation concerned. Since there is no longitudinal data, the data are useful to examine the legal situation but cannot analyse the impact of JQP.

Usability of this data: accessibility, consultation and documentation of/on the data

At first sight, the database seems very complete, accessible and useful. However, a few difficulties appear when browsing the website. First, the open search tool does not work. Fortunately, this should not cause real problems since the browse tools by category and by country are very clearly structured. For browsing by category, users are asked to indicate their field of interest and to select the countries of their research. After showing the results, it is still possible to add another country or category. This facilitates comparative research. When browsing by country, users receive a country profile containing information on the chosen subjects.

Nevertheless, there are some disadvantages making it a real inconvenience working with this database. Within the browse tool by category, no reference is made to the original legislation and information sources. On top of that, it is impossible to download the information on the website. A printable version of the webpage is available, but processing this data into other research projects it difficult.

Overall, the Working Conditions Laws Database can be used for informative means, but it is hard to practise the information available. The best way to research legislation on this website is to use the browse tool by country. Other countries can be added in case of comparative research and information is provided on the sources consulted.

Completeness of the data with regard to JQP

The Working Conditions Laws Database contains information and legislation on working time, minimum wages and maternity protection. These subjects are part of the Employment conditions component in the WES model. However, the Employment conditions section is not completely treated in this database and no information is available on the other sections on Work organisation and Social relations.

Table 2.9 Summary of advantages and disadvantages of the Working Conditions Laws Database

Advantages	Disadvantages
<ul style="list-style-type: none"> - Clear summary of legislation, easy to find the information needed - Country profiles are very well structures: clear indication of sources and their links, then interpretation and summary of the legislation and reference to the sources mentioned above - Sometimes remarks are added with more information or an interpretation - Data access is free of charge and no registration is required - Database is updated regularly and was last updated in 2011 - Broad geographical scope - Information is available for almost all countries involved. - When consulting a country profile or a thematic selection it is always possible to add a country or another category. This facilitates comparative research 	<ul style="list-style-type: none"> - The open search tool does not work - A printable version of the webpage is available, but no PDF format or other download possibilities for text documents - Excel download possibility does not work - No link to the original documents or sources when browsing by category

Figure 2.9 General validation of the Working Conditions Laws Database from the perspective of JQP in Europe



References

http://www.cdac.eu/policies_desc.cfm?v_id=85
<http://www.ilo.org/dyn/travail/travmain.home>

2.1.10 Social dialogue texts database

Overview

Abstract

'European social dialogue refers to discussions, consultations, negotiations and joint actions involving organisations representing the two sides of industry (employers and workers). It takes two main forms:

- a tripartite dialogue involving the public authorities;
- a bipartite dialogue between the European employers and trade union organisations. This takes place at cross-industry level and within sectoral social dialogue committees.' (EC, 2016c).

The Social dialogue texts database is created by the European Commission for information purposes only. The online search tool offers access to documents of different types such as Agreement Council decisions, declarations, follow-up reports, guidelines, joint opinions, procedural texts and tools. These documents can be found by selection on date, sector, theme, type, addressee and by the insertion of keywords.

The main topics discussed are:

- ageing workforce;
- corporate social responsibility;
- disability;
- economic and/or sectoral policies;
- employment;
- enlargement;
- gender equality;
- harassment;
- health and safety;
- mobility;
- public procurement;
- racism;
- restructuring;
- social aspects of Community policies;
- social dialogue;
- sustainable development;
- telework;
- training, lifelong learning;
- undeclared work;
- working conditions;
- working time;
- young people.

Key words

Legislation, ageing workforce, corporate social responsibility, disability, economic and/or sectoral policies, employment, enlargement, gender equality, harassment, health and safety, mobility, public procurement, racism, restructuring, social aspects of community policies, social dialogue, sustainable development, telework, training, lifelong learning, undeclared work, working conditions, working time, young people.

Unit of analysis

European legislation and documentation, macro level data.

Format of the database

Search engine, textual information (legislation, declarations, agreements, guidelines, etc.) (downloadable in PDF file).

Scope & coverage

Geographic coverage

EU-28.

Time span

- 1978-2016.
- The database is regularly updated.

Producers & sponsors

European Commission.

Type of information available
Text document available Yes, documents of several types are available. All are downloadable in PDF format.
Indicators available No.
Guidelines for use available No.
Search or browse function available online Yes, the database is organised by means of an online search tool. Users can enter filters on date, sector, theme, type and addressee, and can insert keywords.

Link: <http://ec.europa.eu/social/main.jsp?catId=521&langId=en>

Content of the database

The Social dialogue texts database is a search tool providing several types of textual information on social dialogue. It is a collection of existing text documents, but does not contain a tradition of regular reporting, nor does it facilitate comparative research on the impact of JQP in Europe in a direct manner. The database is limited to the transnational level of social dialogue. As a result, for comparison between EU Member States, the database has only limited use.

Usability of this data: accessibility, consultation and documentation of/on the data

The Social dialogue texts database contains documents of different types and on several topics. The search tool is well organised, making it easy to select documents in a certain field of interest. In addition, all documents are available in English, and freely accessible and downloadable. Some documents are also available in the languages of the countries involved. However, since the data is a combination of different types of document - and no separate legislation - it may be hard to use these documents in a specific research. The database seems merely informative than useful.

Overall, the data is easily accessible but cannot directly be used for research.

Completeness of the data with regard to JQP

According to the WES model on job quality, the Social dialogue texts database contains documents on all three aspects. Regarding Work organisation, documentation is available on health and safety, telework, and working conditions. Employment conditions are presented through employment, mobility, economic and/or sectoral policies, training, lifelong learning, and working time in this database. This leaves two major components uncovered: wages and employment security.

Finally, documents on gender equality, harassment, social aspects of community policies, social dialogue are included with regard to the section on Social relations in the WES model.

Overall, even though some topics remain uncovered, the Social dialogue texts database is rather complete according to the WES model on job quality. Besides the subjects treated in the WES model, the database contains other subjects too.

Table 2.10 Summary of advantages and disadvantages of the Social dialogue texts database

Advantages	Disadvantages
<ul style="list-style-type: none"> - The website generates the research results very quickly - Very up to date, regularly updated - Everything is available in English - Before downloading the full document, users receive meta-data on the full title, date, sector, addressee, theme, type, and the employers' and workers' organisations involved - All texts are downloadable in PDF format - After setting filters on the research results, the users can still choose to structure the results by English title, French title or date - Broad thematic and geographic scope - Data access is free of charge and no registration is required 	<ul style="list-style-type: none"> - Difficult to use in comparative research

Figure 2.10 General validation of the Social dialogue texts database from the perspective of JQP in Europe



References

<http://ec.europa.eu/social/main.jsp?catId=521&langId=en>

2.1.11 EUR-Lex

Overview

Abstract

The EUR-Lex database is an online search tool created by the Publications Office of the European Union. The tool provides free access in the 24 official EU languages to all European Union legislation. The database covers many types of texts produced mostly by the institutions of the European Union, but also by Member States, EFTA, etc. The content is divided into sectors: treaties, international agreements, legislation, complementary legislation, preparatory acts, case-law, national implementing measures, references to national case-law concerning EU law, parliamentary questions, consolidated legislation, other documents published in the Official Journal C series, and EFTA documents.

The main topics discussed are:

- politics;
- international relations;
- European law;
- law;
- economics;
- trade;
- finance;
- social questions;
- education and communications;
- science;
- business and competition;
- employment and working conditions;
- transport;

<ul style="list-style-type: none"> - environment; - agriculture, forestry and fisheries; - agri-foodstuffs; - production, technology and research; - energy; - industry; - geography; - international relationships. <p>Key words in the section on employment and working conditions</p> <p>Employment, working conditions, legislation, vocational training, employment policy, termination of employment, employment structure, unemployment, labour market, labour force, occupational status, socioprofessional category, organisation of work, work, personnel management, staff remuneration, personnel administration, pay policy, remuneration of work, labour relations, labour law, organisation of professions.</p> <p>Unit of analysis:</p> <p>European legislation, macro level data.</p> <p>Format of the database:</p> <p><u>Search engine</u>, legislation (downloadable in PDF file).</p>
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<p>Scope & coverage</p> <p>Geographic coverage</p> <ul style="list-style-type: none"> - The geographical coverage differs per legislation. - The general coverage contains the EU-28. <p>Time span</p> <ul style="list-style-type: none"> - 1951-2016. - EUR-Lex is updated on a daily basis.
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<p>Producers & sponsors</p> <p>The Publications Office of the European Union.</p>
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<p>Data creation</p> <p>Data collection</p> <p>The Official Journal of the European Union (OJ) is the main source of EUR-Lex content.</p>

<p>Type of information available</p> <p>Text document available</p> <p>Yes, all legislation can be downloaded in PDF format in several languages. In addition, a link to summaries of EU legislation is available.</p> <p>Indicators available</p> <p>Statistics are available on the number of publications and texts.</p> <p>Guidelines for use available</p> <p>Yes, a video with a guided tour and a webpage on frequently asked questions facilitate working with the online search tool. This webpage can also be downloaded in PDF format.</p> <p>Search or browse function available online</p> <p>Yes, the database is organised by means of an online search tool.</p>

Link: <http://eur-lex.europa.eu/homepage.html>

Content of the database

The EUR-Lex database is a search engine or library containing European policy measures of different types: treaties, international agreements, legislation, acts, national case law, jurisprudence, and parliamentary questions. These are very well documented and cover a large thematic and geographical scope, but do not provide information on the impact or state of affairs regarding the JQP involved. The EUR-Lex database does not contain customary national legislation; this information is to be consulted in the N-Lex database.

Usability of this data: accessibility, consultation and documentation of/on the data

The EUR-Lex database is organised through an online search tool and is freely accessible. A quick search can be executed by the insertion of one or more keywords. A more advanced search allows selecting a document type, to enter multiple keywords and their combination, information on the document reference, the author of the document, the Celex number, a date, information on the publication in the Official Journal, the legal basis, the theme, and to search for any documents related to a legislative procedure. Registration is possible, but not necessary. Registered users (registration is free of charge) can also:

- use the expert search;
- create personalised RSS feeds;
- save documents and queries in My EUR-Lex;
- change their display, export and print preferences;
- export a larger number of documents.

In addition, the website is available in all 24 official European Union languages and the documents available can be consulted and downloaded in several languages. The linguistic coverage is larger for the four official languages of the founding Member States, Dutch, French, German and Italian. For the other languages, users will find translations of the legislation in force at the time of the accession of the country in question and the texts adopted after this date. Some of the texts, particularly the oldest, are therefore not available in the languages that were added during the later accessions. Users can export up to 100 items with metadata from your results list in CSV, TSV, Excel, xml or PDF format. Registered users can export up to 5 MB of documents.

An example can be described through the Working Time Directive. This can be achieved by using the advanced search (see before) and when selecting the purchased document, it is presented in the language the user selected at the EUR-Lex website and the PDF file can be downloaded in a language of choice.

Overall, the EUR-Lex database is very easy to access and to consult. Since all documents are downloadable in PDF format and summaries are available, this documentation on the EU legislation is very informative and useful in research.

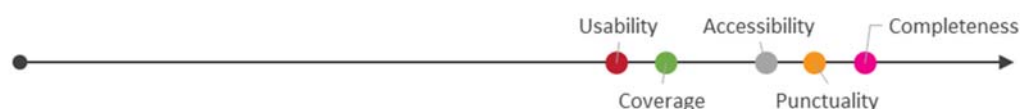
Completeness of the data with regard to JQP

According to the WES model on job quality, the EUR-Lex database contains information and legislation on all three components. For Work organisation, one of the search possibilities is on the subject of 'organisation of work'. This item links to multiple documents on various topics. The component of Employment conditions contains more search items: vocational training, employment policy, termination of employment, employment structure, unemployment, occupational status, staff remuneration, pay policy, remuneration of work, organisation of professions. This provides information on wages, employment security and training, but not on working time organisation and career opportunities. Legislation on personnel management, personnel administration, and labour relations are included with regard to Social relations.

Table 2.11 Summary of advantages and disadvantages of the EUR-Lex data

Advantages	Disadvantages
<ul style="list-style-type: none"> - Registration is not required, however freely possible for a more profound usage - A survey is available to indicate preferences and suggest improvements - Website is available in almost all national languages of EU Member States - All documents are available in several languages and can be downloaded in PDF format - Link to N-Lex available - Link to summaries of EU legislation available - Updated on a daily basis - A video provides a guided tour and answers on the FAQ are very clearly formulated - Metadata are available before downloading the full document - Documents can be selected and exported all in once 	<ul style="list-style-type: none"> - Within the EUR-Lex database a lot of jargon is used, which might make it more difficult for non-experts to find the exact text of their interest. The link to summaries of EU legislation make is more accessible and convenient

Figure 2.11 General validation of the EUR-Lex data from the perspective of JQP in Europe



References

<http://eur-lex.europa.eu/homepage.html>

2.1.12 N-Lex

Overview

Abstract

As EUR-Lex provides a gateway to all EU legislation, the N-Lex database meets the same goals on a national level. The database offers:

- an interface between users and databases on national legislation;
- a common search form enabling users to make searches in their own language;
- search results coming directly from national databases;
- descriptions of database contents and search options for each country (search fields and different types of national law);
- EuroVoc (the EU's multilingual thesaurus) which helps users to find the corresponding term in a foreign language;
- context-sensitive help;
- machine translation tool to translate search results into all official languages of the European Union.

Key words

National legislation.

Unit of analysis:

Country specific legislation, macro level data.

Format of the database:

Search engine, legislation (downloadable in PDF file).

Scope & coverage Geographic coverage EU27. Time span - The database was launched in 2006. - It contains all national legislation until now.
Producers & sponsors The Publications Office of the European Union and EU governments.
Data creation Data collection Data is provided by the different EU governments.
Type of information available Text document available Yes, all legislation is available online; however, the documents are not downloadable. Indicators available No. Guidelines for use available No, but the 'help' page provides information on how to use the website. Search or browse function available online Yes, in every database users can search legislation using multiple filters. Link: http://eur-lex.europa.eu/n-lex/index_en.htm

Content of the database

The N-Lex database is based on the same principle as the EUR-Lex database but only contains national legislation. This is very well documented and cover a large thematic and geographical scope, but do not provide information on the impact or state of affairs regarding the JQP involved.

Usability of this data: accessibility, consultation and documentation of/on the data

The database is freely accessible and registration is not required. After selecting a country, information is available on the national database containing a general description section and an explanation on the different types of legal acts. This section is always available in multiple languages, including English and the original official language for every case. In order to consult the national legislation, a search tool is implied within the webpage of every country. In this tool filters can be set on words in the title, words in the text, document type, document number, data of when the document was signed, where it was published, publication date, acts in force on that date, section in an act. To facilitate this search, users are offered the translate tool EuroVoc, designed to translate jargon into all official European languages. In addition, a link to the original website is available. This makes it very convenient to find national legislation on a certain field of interest.

However, most legislation can only be consulted online and cannot be downloaded. Moreover, the legislation is only available in the original language. For some countries, a translation tool is available to translate the search results. In this case, the degree to which the translation is accurate is indicated.

Overall, the database is easily accessible and consultable. The greatest inconvenience is that the legislation itself is only available in the original language, which might make it hard for researchers to comprehend and compare all European legislation.

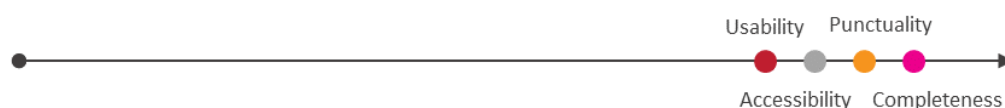
Completeness of the data with regard to JQP

The completeness of the national legislation with regard to job quality varies per county.

Table 2.12 Summary of advantages and disadvantages of the N-Lex data

Advantages	Disadvantages
<ul style="list-style-type: none"> - Sources are always indicated in the metadata of the document - Link to the national databases are included - General information on the national database is usually available in all 24 official European languages - The help of EuroVoc to correctly translate jargon in the search tool - Well-structured search tool - Frequently updated, very up-to-date - Broad thematic and geographical range 	<ul style="list-style-type: none"> - Documents are not downloadable - When referred to the national database users have to re-enter their search terms and start all over - The legislation itself is only available in the original language, which makes it difficult to comprehend and compare

Figure 2.12 General validation of the N-Lex data from the perspective of JQP in Europe



* Since the thematic coverage with regard to JQP is strongly dependant of the country discussed, this indication is not included in this graph.

References

http://eur-lex.europa.eu/n-lex/index_en.htm

2.1.13 Database on transnational company agreements

Overview

Abstract

'The Database on transnational company agreements is the result of the cooperation between the International Labour Organisation and the European Commission. The database contains all transnational company agreements and texts identified and catalogued by the ILO and the European Commission. It contains European and international agreements, as well as sheets with details on every company and agreement. Users can only download texts and agreements for which an authorization to publish is obtained.' (EC, 2016d)

The main topics discussed are:

- career and skills development;
- equal opportunities, diversity and antidiscrimination;
- fundamental rights and trade unions;
- occupational health and safety, work environment;
- mobility;
- protection of personal data and internet policy;
- recruitment and hiring policy;
- restructuring and impact on the workforce;
- social dialogue, employee involvement and governance;
- sustainability, governance and ethics;
- transfer, subcontracting and outsourcing;
- wages and benefits.

Key words

Transnational agreements, transnational company agreements, legislation, career, skills development, equal opportunities, diversity, antidiscrimination, fundamental rights, trade unions, occupational health and safety, work environment, mobility, protection of personal data, internet policy, recruitment, hiring policy, restructuring, impact on the workforce, social dialogue, employee involvement, sustainability, governance, ethics, transfer, subcontracting, outsourcing, wages, benefits.

Unit of analysis

Companies, macro level data.

Format of the database

Textual information (transnational company agreements) (downloadable in PDF file).

Scope & coverage**Geographic coverage**

Australia, Austria, Belgium, Brazil, Canada, Denmark, France, Germany, Greece, Indonesia, Italy, Japan, Luxembourg, Malaysia, Netherlands, New Zealand, Norway, Portugal, Russia, South Africa, Spain, Sweden, Switzerland, United Kingdom, United States of America.

Time span

1988-2015.

Producers & sponsors

This database is the result of the cooperation between the International Labour Organisation and the European Commission.

Type of information available**Text document available**

Yes, the agreements for which authorization had been obtained by the ILO and the EC can be downloaded in PDF format.

Indicators available

No.

Guidelines for use available

Yes, this document is downloadable in PDF format and provides information on the search tool.

Search or browse function available online

Yes, the database is structured by means of a well-equipped search tool.

Link: <http://ec.europa.eu/social/main.jsp?catId=978&langId=en>

Content of the database

This database contains all European and international transnational company agreements and texts identified and catalogued by the ILO and the European Commission. These are very well documented and cover a large thematic and geographical scope, but do not provide information on the impact or state of affairs regarding the JQP involved. The database is organised through a search tool, but since the full list of all documents in the database can be downloaded too, it is not categorised as 'search engine', but as 'database'.

Usability of this data: accessibility, consultation and documentation of/on the data

The database is freely accessible and without need for registration. A full list of all identified agreements is downloadable in PDF format, which might give some overview of the content of the database. In addition, a user guide - also downloadable in PDF format - provides information on the use of the search tool by which the database is structured.

Search results can be obtained through the selection of one or some of the following filters: company name, headquarter company, size of the company, sector, year of signature of the agreement, employee signature parties, geographical scope, reference standards, topics addressed. Furthermore, users can enter keywords to finalise their selection of criteria. After this query, search results can be organised alphabetically by company name, headquarter of the company, title of the agreement or year of signature.

Before downloading the full agreement in PDF format, an elaborated list of metadata is provided. Downloads are sometimes possible in multiple languages. Even though there is no tool to directly compare the agreements of different companies in one sector or in one country, the clear structuring of the website and the availability of the documents make the database very useful for comparative research regarding transnational company agreements in Europe and in the world.

Completeness of the data with regard to JQP

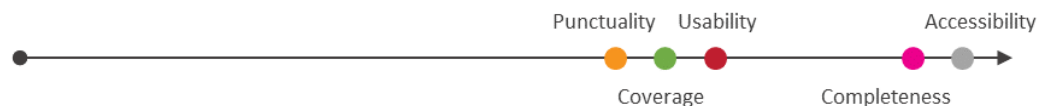
In the field of Work organisation within the WES model on job quality, the Database on transnational company agreements contains two search options: health and safety, and work environment. With regard to the Employment conditions component in the model, the database offers the following search options: career and skills development, mobility, recruitment, hiring policy, transfer, subcontracting, outsourcing, wages and benefits. Equal opportunities, diversity, antidiscrimination, fundamental rights, trade unions, social dialogue, employee involvement and governance are the search options in the field of the Social relations component in the model.

Overall, the database contains agreements on multiple subjects determined by the WES model but additions are still possible and interesting.

Table 2.13 Summary of advantages and disadvantages of the Database on transnational company agreements

Advantages	Disadvantages
<ul style="list-style-type: none"> - Data access is free of charge and without registration - All documents are downloadable in PDF format and in English - Some documents are available in multiple languages - The search tool is very well structured which makes it convenient finding agreements within the user's fields of interest - The metadata provided before downloading the full document are very complete and informative - Broad geographical scope - A list of all agreements is available and provides an overview of the content of the database 	<ul style="list-style-type: none"> - Within one subcategory, there is no search tool available - The database is a combination of textual information and indicators, but they are not separately presented and users cannot select the type of data they are looking for - Data is collected from different sources, but these are not always specified - No information on updates, however overall more or less recent - Most information sources are in PDF format, which makes it more difficult to work with or to adjust them to another research project

Figure 2.13 General validation of the Database on transnational company agreements from the perspective of JQP in Europe



References

<http://ec.europa.eu/social/main.jsp?catId=978&langId=en>

2.1.14 WSI: Minimum Wage Database

Overview

Abstract

The WSI Minimum Wage Database is constructed by WSI, an institute from the Hans-Böckler-Stiftung, and focusses on minimum wages across Europe and in some non-European countries. The database provides an interactive map on which the user can select a country and view its history of minimum wages. Users can also download a static map containing the most recent data and the complete WSI Minimum Wage Database in Excel or PDF format.

The main topics discussed are:

- minimum wages across Europe.

The aim of the database is to provide a structured overview of minimum wages 'at a glance'. From this overview, users can go more in depth and verify the history of minimum wages in the countries involved.

Key words

Minimum wage.

Unit of analysis

Countries, macro level data.

Format of the database

Indicators (downloadable in PDF and Excel file).

Scope & coverage

Geographic coverage

34 countries included: Albania, Argentina, Australia, Belgium, Brazil, Bulgaria, Canada, Croatia, Czech Republic, Estonia, France, Greece, Hungary, Ireland, Japan, Luxemburg, Netherlands, United Kingdom, Germany, Slovenia, Malta, Spain, Portugal, Poland, Slovakia, Latvia, Lithuania, Macedonia, Romania, Serbia, Albania, Moldavia, Russia, Ukraine.

Time span

- The time span covered differs by country;
- The overall time span covered is 1981-2016.

Producers & sponsors

WSI, an institute from the Hans-Böckler-Stiftung.

Type of information available

Text document available

No.

Indicators available

Yes, Excel files can be downloaded, interactive maps of Europe and graphs of all countries involved can be consulted online or downloaded in PDF format.

Guidelines for use available

No.

Search or browse function available online

No.

Link: http://www.boeckler.de/wsi-tarifarchiv_44064.htm

Content of the database

The WSI database contains data indicators on minimum wages in Europe and some other countries. The data provide an overview of the state of affairs in this domain, but are not formed in order to examine the impact and evolution of JQP in Europe. Since the data are longitudinal, they could however be used to analyse JQP, in combination with another data source.

Usability of this data: accessibility, consultation and documentation of/on the data

The WSI database is very easy to access and to consult. An interactive map of Europe is the home page of the database website. From there on, users can click any European country to consult its current minimum wage, the latest update of this data and by clicking on 'further information', the

history of minimum wages per year. The non-European countries can be consulted by opening the global comparison.

By switching from the map of Europe to the section ‘at a glance’, users are presented a bar graph containing the European countries sorted by minimum wage in Euro per hour. Here too, the non-European countries are added when opening the global comparison. The option ‘further information’ leads the user to a country overview, where he has the possibility to select and download the documentation on one or more countries of choice, or to download the full WSI Minimum Wages Database as Excel or PDF.

Overall, the database is very well structured and easy in use. However, the website does not allow online comparisons, which might make it more inconvenient for comparative research. The database is useful to acquire an overview and general information, but needs more detailed information from other data sources.

Completeness of the data with regard to JQP

The WSI Minimum Wages database only contains information on minimum wages, which makes it very incomplete to measure JQP in general.

Table 2.14 Summary of advantages and disadvantages of the WSI data from the perspective of JQP in Europe

Advantages	Disadvantages
<ul style="list-style-type: none"> - Very quick and easy overview - Very easy in use, users can easily find the current data as well as the history of minimum wages in the countries involved - Website is very well structured - Database is available in English - For each country the latest update is indicated - Broad geographical scope - Database is freely accessible 	<ul style="list-style-type: none"> - No information on data collection - No links to the original data sources or possibilities to gain more information - Only one type of information is included in the database, this implies that it is merely useful for descriptive information

Figure 2.14 General validation of the WSI data



References

http://www.boeckler.de/wsi-tarifarchiv_44064.htm

2.1.15 LMI Database

Overview

Abstract

The LMI Database is a panel database containing labour market regulations in low-, middle- and high-income countries. The database contains information on minimum wage regulations, unemployment insurance systems and employment protection legislation.

The main topics discussed are:

- minimum wages;
- unemployment benefits;
- employment protection.

The aim of this database is to fill part of the gap in data coverage facilitating consistent comparative analysis of labour market institutions in developing countries.

Key words

Minimum wages, unemployment benefits, employment protection, gross replacement rate, benefit coverage, advance notice, severance payment.

Unit of analysis

OECD as well as non-OECD countries.

Format of the database

Indicators (downloadable in Excel file).

Scope & coverage

Geographic coverage

- OECD as well as non-OECD countries are included.
- In total 91 countries are included.
- A list of the countries can be found in table 1 in the paper documenting the database.

Time span

- The time span covered varies per country.
- The overall time span covered is 1980-2005.

Producers & sponsors

IMF in cooperation with the Fondazione Rodolfo DeBenedetti.

Data creation

Data collection

Multiple data sources are used. These can be consulted per country and per topic in the paper documenting the LMI database.

Type of information available

Text document available

Yes, a paper documenting this database is available online and in PDF format. This paper provides details regarding the data, methodology and sources, as well as descriptive statistics.

Indicators available

Yes, the database can freely be downloaded in Excel format.

Guidelines for use available

No. However, the paper describes the structure of the database and the Excel file contains a 'Read me' section with explanations on the coding and contents.

Search or browse function available online

No.

Link: <https://www.imf.org/external/pubs/cat/longres.aspx?sk=25015.0>

Content of the database

The panel data of the LMI database follows the evolution of minimum wage regulations, unemployment insurance systems and employment protection legislation. The indicators provide a clear state of affairs with regard to these subjects, but are not linked to specific policy information. This implies

the data can be used for comparative analyses of JQP in Europe but only in combination with another data source.

Usability of this data: accessibility, consultation and documentation of/on the data

The database is freely downloadable in Excel format, which implies that it is easily accessible. The excel file can be imported in several statistical programmes which makes it convenient for research. Since a broad range of countries (91) is included, the data facilitates comparative research. The panel data covers a broad time span, which is useful for longitudinal studies. Moreover, the availability of a paper documenting the panel database facilitates the use of the database in research.

Overall, the data is easy to access and to use, but even though a broad geographical scope has been covered, the data might seem more useful than they are, because not all indicators are available for all countries.

Completeness of the data with regard to JQP

The LMI Database only covers three topics related to job quality: minimum wages, unemployment benefits and employment protection. In the WES model, these are part of the section on Employment conditions.

Table 2.15 Summary of advantages and disadvantages of the LMI data from the perspective of JQP in Europe

Advantages	Disadvantages
<ul style="list-style-type: none"> - Broad geographical scope - Sufficient information on the collection and coding of the data - Everything is freely available in English - The database is available in Excel format and can be imported in multiple statistical programmes - Panel data facilitate longitudinal research 	<ul style="list-style-type: none"> - Even though a broad geographical scope has been covered, the data might seem more useful than they are, because not all indicators are available for all countries - The time span covers runs only until 2005, which means it is no longer updated

Figure 2.15 General validation of the LMI data



References

<https://www.imf.org/external/pubs/cat/longres.aspx?sk=25015.0>

2.1.16 CBR Leximetric Datasets

Overview

Abstract

'The CBR Leximetric Datasets are the product of work carried out at the Centre for Business Research (CBR) in Cambridge, beginning in 2005. Taken together, the datasets provide a unique time series, which enables researchers and other research users to track changes in labour, company and insolvency law over long periods for many countries. A distinguishing feature of these datasets is that all legal sources for the data coding are fully described in the relevant codebooks, thereby assisting transparency, external validity and replicability of results' (Deakin & Siems, 2016).

The main topics discussed are:

- labour laws.

Key words

Labour legislation, forms of employment, part-time work, full-time work, fixed-term contract, agency work, regulation of working time, annual leave, public holiday, overtime, weekend working, maximum daily working time, regulation of dismissal, notice period, redundancy compensation, employee representation, unionisation, collective bargaining, collective agreements, lockouts.

Unit of analysis

Countries, macro level data.

Format of the database

Indicators (downloadable in Excel file).

Scope & coverage

Geographic coverage

117 countries: Afghanistan, Algeria, Angola, Argentina, Armenia, Australia, Austria, Azerbaijan, Bangladesh, Belarus, Belgium, Bolivia, Botswana, Brazil, Bulgaria, Cambodia, Cameroon, Canada, Chile, China, Colombia, Costa Rica, Croatia, Cuba, Cyprus, Czech Republic, Democratic Republic of Congo, Denmark, Dominican Republic, Ecuador, Egypt, Estonia, Ethiopia, Finland, France, Gabon, Georgia, Germany, Ghana, Greece, Honduras, Hungary, Iceland, India, Indonesia, Iran, Ireland, Israel, Italy, Ivory Coast, Japan, Jordan, Kazakhstan, Kenya, Korea, Kyrgyzstan, Latvia, Lesotho, Lithuania, Luxembourg, Macedonia, Malaysia, Mali, Malta, Mexico, Moldova, Mongolia, Montenegro, Morocco, Myanmar, Namibia, Netherlands, New Zealand, Nicaragua, Nigeria, Norway, Pakistan, Panama, Paraguay, Peru, Philippines, Poland, Portugal, Qatar, Romania, Russia, Rwanda, Saudi Arabia, Senegal, Serbia, Singapore, Slovakia, Slovenia, South Africa, Spain, Sri Lanka, St. Lucia, Sudan, Sweden, Switzerland, Syria, Taiwan, Tanzania, Thailand, Tunisia, Turkey, Uganda, Ukraine, United Arab Emirates, United Kingdom, United States of America, Uruguay, Venezuela, Vietnam, Yemen, Zambia, Zimbabwe, .

Time span

- The time span covered varies per country.
- The overall time span covered is 1970-2015 (*present*).

Producers & sponsors

Centre for Business Research (CBR) in Cambridge, with Simon Deakin and Mathias Siems.

Sponsored by ESRC, the European Union's FP5 programme, the European Union's FP6 programme, Isaac Newton Trust, Cambridge Political Economy Society, International Labour Organization.

Data creation

Data collection

Multiple data sources are used.

Type of information available

Text document available

No.

Indicators available

Yes, the database can freely be downloaded in Excel format.

Guidelines for use available

No. However, a document explaining the applied coding methodology is available and downloadable in PDF format.

Search or browse function available online

No.

Link: <https://www.repository.cam.ac.uk/handle/1810/256566>

Content of the database

This database is one of the only attempts to code labour legislation into quantitative data. This quantification of textual information facilitates comparative statistical analysis of JQP in Europe. However, no information is provided on the state of affairs on the labour market of the consulted topics.

Usability of this data: accessibility, consultation and documentation of/on the data

The database is freely available in English and is downloadable in Excel format. For the version with 30 countries, the Excel files are easily structured and can be imported in most frequently used statistical analysis packages. For the version with 117 countries, however, the Excel files contains one sheet per country, which makes it difficult to directly use these data for statistical analysis.

No guidelines for use are available, but a clear codebook is available, as well as well-structured information on the applied coding methodology while creating the database.

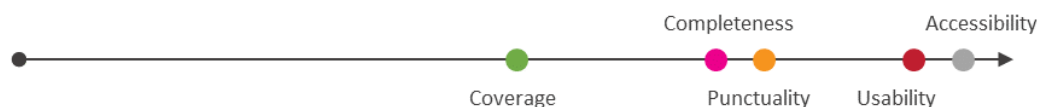
Completeness of the data with regard to JQP

Following the WES model, the CBR Leximetric Datasets fill in the section on Working conditions by information on the regulation of working time. Employment conditions are covered by the coding of legislation on the forms of employment and the regulation of dismissal. Finally, the Social relations part of the WES model is present in the coding of legislation on employee representation. This implies that all three components of the model are represented in the CBR Leximetric Datasets.

Table 2.16 Summary of advantages and disadvantages of the CBR Leximetric data from the perspective of JQP in Europe

Advantages	Disadvantages
<ul style="list-style-type: none">- Broad geographical scope- Sufficient information on the coding of the legislation- Everything is freely available in English- The database is available in Excel format and can be imported in multiple statistical programmes- Quantification of legislation is not often done but facilitates comparative statistical research	<ul style="list-style-type: none">- The Excel file with the version of 117 countries is not logically structured; with a separate sheet per country it is difficult to import these data into a statistical programme

Figure 2.16 General validation of the CBR Leximetric data



References

<https://www.repository.cam.ac.uk/handle/1810/256566>

3. Databases on inclusive labour market policies, skills and training

Majda Seghir, Nathalie Greenan

This chapter presents the three main databases on inclusive labour market policies, skills and training and relevant from the perspective of JQP:

- PIAAC: Programme for the International Assessment of Adult Competencies;
- WISE: World Indicators of Skills for Employment;
- ESJS: European Skills and Jobs Survey.

Each database is described according to the same outline and provides the same type of information. A first table contains an overview, the scope and coverage, the producers and sponsors, the data creation and the type of information available. This table thus provides key information on the database.

A second paragraph is dedicated to the content of the database specifying the domains questioned by the database. The following paragraph discusses the usability of data by indicating their accessibility, consultation and documentation. Next to that, the completeness of the data with regard to JQP is noted. Finally, a summarising table on the advantages and disadvantages of the database from the perspective of JQP in Europe is proposed. For each database, relevant sources are mentioned.

We chose to include databases on skills and training because we consider this as an important axis to understand some ways of vulnerability at work. The databases can give some keys to understand the skills mismatch between employers and employees, and on how some categories of workers could evolve into borderline to work because of a lack of skills. Both issues are essential to create a training that is appropriate to all employers' and employees' needs.

3.1 PIAAC: Programme for the International Assessment of Adult Competences

Overview

Abstract

The Programme for the International Assessment of Adult Competences (PIAAC) is an international survey initiated by the Organisation for Economic Cooperation and Development and conducted in over 40 countries. It measures the key cognitive and workplace skills needed for individuals to participate in society and for economies to prosper. The evidence from this Survey will help countries better understand how education and training systems can nurture these skills. The Survey of Adult Skills (PIAAC) aims to provide valid and reliable estimates of the competency of the adult population in key information-processing skills, to identify differences in proficiency between population sub-groups, to better understand how such skills are developed, maintained and used, and to determine the impact of different levels of proficiency on life chances.

The main topics discussed are:

- cognitive and workplace skills needed for individuals to participate in society and for economies to prosper;
- development and maintenance of skills.

Key words

Education and training, Literacy, numeracy and ICTs, language, problem solving in technology-rich environments;

Unit of analysis

Individuals, employees.

Format of the database

Numeric data, on individual, micro-level.

Scope & coverage**Geographic coverage**

- Round 1 (2008-2013): Australia, Austria, Belgium (Flanders), Canada, Czech Republic, Denmark, Estonia, Finland, France, Germany, Ireland, Italy, Japan, Korea, Netherlands, Norway, Poland, *Russian Federation, Slovak Republic, Spain, Sweden, United Kingdom (England and Northern Ireland), United States.
- Round 2 (2012-2016): Previous countries + Chile, Greece, Indonesia, Israel, Lithuania, New Zealand, Singapore, Slovenia, Turkey.

Time span

Repeated cross-sectional surveys.

Producers & sponsors

OECD.

Data creation**Data collection**

National Statistical institutes.

Type of information available**Text document available**

Yes.

Indicators available

Yes.

Guidelines for use available

Yes.

Search or browse function available online

Yes.

Link: <http://www.oecd.org/skills/piaac/aboutpiaac.htm>

Content of the database

The PIAAC database contains information on the adult's proficiency in three domains: literacy, numeracy and problem solving in a technology-rich environment. Along with these core domains, the dataset encompasses topics related to employment situation and work organisation as well as detailed background information.

Usability of this data: accessibility, consultation and documentation of/on the data

Both individual and aggregated data of the PIAAC survey are easily accessible. The individual data containing both responses to the background and to the cognitive assessment are available for downloading in different format (SAS, SPSS and Excel format) *via* the following link (<http://vs-web-fs-1.oecd.org/piaac/puf-data>). Regarding the country aggregates, the PIAAC Data Explore allows an easy exploration and comparison of national data. Methodological reports as well as background questionnaires are also available.

Completeness of the data with regard to JQP

The PIAAC database includes a rich battery of questions related to JQP and more precisely to skill use at work, skill development and workers' skill proficiency. According to the WES model and additionally to the background elements, the survey contains information on employment conditions such as wage, training, type of contract or career opportunities. Further, the survey covers some issues related to work organisation such as the nature of job tasks and task complexity.

Table 3.1 Summary of advantages and disadvantages of the PIAAC data from the perspective of JQP in Europe

Advantages	Disadvantages
<ul style="list-style-type: none"> - Broad geographical coverage - Everything is freely available in English - The database is available in Excel format and can be imported in multiple statistical programmes 	<ul style="list-style-type: none"> - The Social relations dimension is not covered in the survey

Figure 3.1 General validation of the PIAAC data



References

<http://www.oecd.org/skills/piaac/aboutpiaac.htm>
<http://nsddata.nsd.uib.no/webview/index/en/Individdata/Thematic-classifications.d.140/Education.d.17/Survey-of-Adult-Skills-PIAAC-2012/fStudy/NSD2135>

3.2 WISE: World Indicators of Skills for Employment

Overview

Abstract

World Indicators of Skills for Employment (WISE) provide a comprehensive system of information relating to skills development. WISE presents countries with data upon which they can design skills policies and programs and monitor their impact on key outcomes, including responsiveness to current and emerging patterns of labour market demand, employability, productivity, health status, gender equity and lifelong learning. The database covers more than 200 countries and includes around 60 internationally comparable indicators designed to examine the skills challenges and performance of each country from a comparative perspective.

The main topics discussed are:

- skill acquisition;
- skill requirements;
- skill mismatch;
- contextual factors;
- economic and social outcomes.

Key words

Skill acquisition, skill requirements, skill mismatch.

Unit of analysis

Countries.

Format of the database

Macro-data, national data.

Scope & coverage

Geographic coverage

Global.

Time span

- Periods covered differ per country.
- The overall time span covered is 1990-present.

Producers & sponsors OECD.

Data creation
Data collection Data are formed by the OECD building upon the contribution of World Bank, ETF, ILO and UNESCO.

Type of information available
Text document available No.
Indicators available Yes.
Guidelines for use available No.
Search or browse function available online Yes.

Link: <https://oecdskillsandwork.wordpress.com/2015/10/08/wise-database/>

Content of the database

The database contains five inter-related domains of indicators: *(i)* contextual factors which drive both the supply of and demand for skills; *(ii)* skill acquisition which covers investments in skills, the stock of human capital and its distribution; *(iii)* skill requirements which measure the demand for skills arising in the labour market; *(iv)* the degree of matching which captures how well skills obtained through education and training correspond to the skills required in the labour market; and *(v)* outcomes which reflect the impact of skills on economic performance and employment and social outcomes.

Usability of this data: accessibility, consultation and documentation of/on the data

The database is freely available in English and is downloadable in different formats through OECD.Stat, the online statistical platform of the OECD, under the Labour theme. Two ready-made table layouts are available: Comparative tables, allowing for direct comparison of selected indicators over time and across countries; and Country tables, displaying individual country profiles using all of the available skills indicators. Other options are available to select data, build user-defined tables, customise and save layouts and dynamically graph selected indicators.

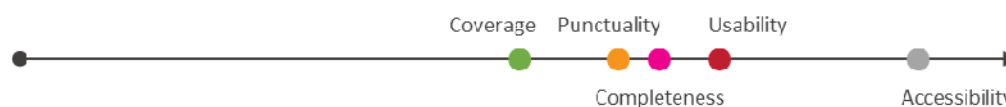
Completeness of the data with regard to JQP

The WISE database offers rich information on where skills developments are most needed, how well the skills of individuals match those required in the labour market, and the returns to investments in skills in terms of economic and social outcomes. According to the WES model, employment conditions and work organisation are the main topics covered in the WISE database.

Table 3.2 Summary of advantages and disadvantages of the WISE data from the perspective of JQP in Europe

Advantages	Disadvantages
<ul style="list-style-type: none"> - Broad geographical and time coverage - Data freely downloadable 	<ul style="list-style-type: none"> - Data are not available for all indicators for all countries - The social relations dimension is not covered in the survey

Figure 3.2 General validation of the WISE data



References

<https://oecdskillsandwork.wordpress.com/2015/10/08/wise-database/>

3.3 ESJS: European Skills and Jobs Survey

Overview

Abstract

The Cedefop European Skills and Jobs Survey (ESJS) is the first European survey dedicated to collecting information on the match between employees' skills and the skills needed for their jobs. The aim of the survey is to shed light on the development of European policies on initial and continuing vocational education and training and employment policies. More precisely, the survey looks at how employees' qualifications and skills are matched (or not) to the changing skill, demands and complexity of their jobs as well as at the extent to which employees' skills are developed and used at the workplace. It also investigates the capacity of initial (e.g. work-based learning) and continuing vocational training to mitigate skill mismatch.

The main topics discussed are:

- skill needs;
- skill development;
- skill mismatch;
- dynamic changes in skill mismatch.

Key words

Previous and current labour market status, methods of skill improvement, tasks in job and changing tasks, work method, technical and generic skills, wages, skill mismatch, training, dynamic.

Unit of analysis

Individuals.

Format of the database

Micro level data.

Scope & coverage

Geographic coverage

EU-28.

Time span

2014.

Producers & sponsors

Cedefop.

Data creation

Data collection

Ipsos MORI (Survey Company).

Type of information available

Text document available

Yes.

Indicators available

Yes.

Guidelines for use available

Yes.

Search or browse function available online

No.

Link: <http://www.cedefop.europa.eu/fr/publications-and-resources/publications/3072>

Content of the database

The survey examines skills development drivers and mismatch in relation to the changing complexity of people's jobs. For each interviewer, the database provides information on the previous and the current labour market status of the employee, skill development (*e.g.* motives and financing of training; methods of skills development), skill needs (*e.g.* foundation; tasks in job; changing tasks; technologies/work methods), dynamic change in skill mismatch and labour market outcome (*e.g.* wages; job security; job satisfaction).

Usability of this data: accessibility, consultation and documentation of/on the data

After filling a preregistration form, the ESJS data is freely accessible through an automatic link that allows downloading the micro dataset (in SPSS or Microsoft Excel format). The questionnaire of the surveys as well as a report describing the rationale of the survey and the methodology are also available and freely downloadable.

Completeness of the data with regard to JQP

The ESJS data tackles the issue of skills mismatch, providing thus rich information on both employment conditions and work organisation. However, the social relations dimension is missing in this survey.

Table 3.3 Summary of advantages and disadvantages of the ESJS data from the perspective of JQP in Europe

Advantages	Disadvantages
<ul style="list-style-type: none"> - Data and relative documents are freely downloadable and available in English 	<ul style="list-style-type: none"> - The questionnaire is only available in English - The social relations dimension is not covered in the survey

Figure 3.3 General validation of the ESJS data

**References**

<http://www.cedefop.europa.eu/fr/publications-and-resources/publications/3072>

4. Company surveys

Majda Seghir, Nathalie Greenan

Chapter 4 is devoted to five main company surveys:

- ECS: European Company Survey;
- CIS: Community Innovation Statistics;
- EIS: European Innovation Scoreboard;
- ESENER: European Survey of Enterprises on New and Emerging Risks;
- CVTS: Continuing Vocational Training in Enterprises.

Each database is described according to the framework plan used in the previous chapters. The same standard information is therefore given for all the databases mentioned. The first table shows the main information concerning this different survey: overview, scope and coverage, producers and sponsors, data creation and type of information available. Then, more precise information is provided on the content of the database and the topics covered by the database. Another paragraph is dedicated to the usability of data, namely their accessibility, consultation and documentation. The latest information is connected to the relevance of these databases from the perspective of JQP with a paragraph on the completeness of the data with regard to JQP and a table summarising advantages and disadvantages of the database from this perspective. For each database references are proposed.

Knowing employers' needs is important to understand why some categories of workers could become vulnerable on the labour market. Therefore, it seems important to know and investigate employers' surveys to establish employers' indicators.

4.1 ECS: European Company Survey

Overview

Abstract

The European Company Surveys (ECS) are conducted by the European Foundation for the Improvement of Living and Working Conditions (Eurofound). The ECS survey has been carried out every four years since its inception in 2004-2005 as the European Establishment Survey on Working Time and Work-Life Balance (ESWT). The second survey (performed under the new title European Company Survey) was completed in 2009 and the third survey in 2013. The survey aims to quantify information on company policies and practices across Europe on a harmonised basis; to analyse relationships between company practices and their impact as well to look at practices from the point of view of structures at company level, focusing in particular on social dialogue.

The main topics discussed are:

- first wave: working time arrangements and work-life balance;
- second wave: different forms of flexibility, including working-time flexibility, contractual flexibility, variable pay and financial participation, as well as accompanying human resource measures, and the nature and quality of workplace social dialogue;
- third wave: workplace organisation, workplace innovation, employee participation and social dialogue in European workplaces.

Key words

Work organisation, workplace innovation, direct participation, social dialogue, working time flexibility, variable pay, working time arrangements.

Unit of analysis Establishments, companies.
Format of the database Numeric data, on individual, micro-level.

Scope & coverage
Geographic coverage
<ul style="list-style-type: none"> - ECS (2013): EU27, plus Croatia, Former Yugoslav Republic of Macedonia, Iceland, Montenegro and Turkey. - ECS (2009): EU27, plus Croatia, Turkey and the Former Yugoslav Republic of Macedonia. - ECS (2004): former EU15 Member States and six of the new: Cyprus, the Czech Republic, Hungary, Latvia, Poland and Slovenia.
Time span
<ul style="list-style-type: none"> - Repeated cross-sectional surveys. - The ECS survey is implemented once every 4-5 years.

Producers & sponsors European Foundation for the Improvement of Living and Working Conditions.
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Data creation
Data collection Gallup Europe.

Type of information available
Text document available Yes.
Indicators available Yes, the database is freely downloadable in Excel format.
Guidelines for use available Yes.
Search or browse function available online No.

Link: <http://www.eurofound.europa.eu/surveys/european-company-surveys>

Content of the database

The ECS editions cover several topics with direct incidence on employment quality and job quality. Although the survey focus may vary from one edition to the other, the central question in these surveys is to apprehend human resources practices as well as the company policies.

Usability of this data: accessibility, consultation and documentation of/on the data

The database is freely available in English and is downloadable in different formats via the UK Data Service. Documentation regarding the survey methodology and the used questionnaire are available via the Eurofound website for each survey edition. Considering the database *per se*, a very detailed data Dictionary file is provided with each survey allowing an easy exploitation of the database.

Completeness of the data with regard to JQP

The ECS data covers all the dimensions of the WES model, namely work organisation, employment conditions and social relations. However, the topics inherent to each dimension are more or less well covered depending on the focus of each survey edition.

Table 4.1 Summary of advantages and disadvantages of the ECS data from the perspective of JQP in Europe

Advantages	Disadvantages
<ul style="list-style-type: none"> - Broad geographical coverage; - Survey documentation, including methodological reports, surveys' questionnaire and research reports are freely available via the Eurofound website; - A short description of the survey as well as the survey questionnaire are available in all the European Union languages via the Eurofound website 	<ul style="list-style-type: none"> - Getting access to the ECS data requires a registration via the UK Data Service

Figure 4.1 General validation of the ECS data



References

<http://www.eurofound.europa.eu/surveys/european-company-surveys>

4.2 CIS: Community Innovation Statistics

Overview

Abstract

The Community Innovation Survey (CIS) is a survey of innovation activity in enterprises. The aim of the survey is to provide information on the innovativeness of sectors by type of enterprises, on the different types of innovation and on various aspects of the development of an innovation, such as the objectives, the sources of information, the public funding or the expenditures. The CIS provides statistics broken down by countries, type of innovators, economic activities and size classes.

The main topics discussed are:

- product innovation;
- process innovation;
- innovation activities and expenditures;
- sources of information and co-operation for innovation activities;
- effects of innovation;
- factors hampering innovation activities;
- intellectual property rights;
- organisational and marketing innovations.

Key words

Business, commercial innovation, industries, information sources and use, innovation behaviour, knowledge, research and development, product development, innovation, knowledge management.

Unit of analysis

Enterprise.

Format of the database

Numeric data, on individual, micro-level.

Scope & coverage

Geographic coverage

EU27, plus Norway and Iceland, and many of the candidate states to the EU, such as Croatia and Turkey.

Time span - Repeated cross-sectional surveys. - Every two years since 1992.
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Producers & sponsors Eurostat & OECD.

Data creation Data collection National Statistical institutes.
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Type of information available Text document available Yes. Indicators available Yes but only national aggregates are freely available. Guidelines for use available No. Search or browse function available online Yes via Eurostat.

Link: <http://www.gesis.org/en/missy/metadata/CIS/>

Link: <http://ec.europa.eu/eurostat/web/microdata/community-innovation-survey>

Content of the database

The CIS database contains a wide range of innovation indicators fully comparable across European countries at the micro-level through a harmonised questionnaire. Comparison over time is allowed via national aggregates of these indicators. To assess the impact of technological and non-technological innovation on relevant aspects of JQP such as training and skills development.

Usability of this data: accessibility, consultation and documentation of/on the data

The CIS microdata access is granted for research purpose only according to contracts established between Eurostat and the corresponding research institution. The CIS data access is twofold: to the anonymised microdata (disseminated on CD-ROM) or to the non-anonymised microdata at the Eurostat Safe Centre in Luxembourg (Further information available at: <http://ec.europa.eu/eurostat/web/microdata/overview>). Both accesses require an explicit agreement, project by project of each country that submits its microdata to Eurostat. Methodological notes and questionnaires are available via the Eurostat website.

Completeness of the data with regard to JQP

Technological innovation, *i.e.* the introduction of new products and new process has a direct impact on both job creation/destruction and on job quality. Information gathered from the CIS microdata provides an overview of organisational and technical changes inside firms. Regarding the WES model, the CIS data provide key elements related to work organisation and to employment conditions.

Table 4.2 Summary of advantages and disadvantages of the CIS data from the perspective of JQP in Europe

Advantages	Disadvantages
<ul style="list-style-type: none"> - Broad geographical coverage - Comparability between countries - The CIS data is used to construct a range of aggregate innovation indicators 	<ul style="list-style-type: none"> - The full micro-level data is authorised only within the Eurostat safe centre of Luxembourg once the research project is validated by Eurostat - Anonymised data (disseminated via CD-ROM) is available only for a set of countries - The social relations dimension is not covered in the survey

Figure 4.2 General validation of the CIS data



References

<http://www.gecis.org/en/missy/metadata/CIS/>

<http://ec.europa.eu/eurostat/web/microdata/community-innovation-survey>

4.3 EIS: European innovation scoreboard

Overview

Abstract

The European Innovation Scoreboard provides a comparative analysis of the research and innovation performance of the EU Member States, other European countries, and regional neighbours. It assesses relative strengths and weaknesses of national innovation systems and helps countries identify areas they need to address. It covers the EU Member States as well as Iceland, Israel, the Former Yugoslav Republic of Macedonia, Norway, Serbia, Switzerland, Turkey, and Ukraine. It helps them assess areas in which they need to concentrate their efforts to boost their innovation performance. On a more limited number of indicators, available internationally, it also covers Australia, Brazil, Canada, China, India, Japan, the Russian Federation, South Africa, South Korea, and the United States. The EIS includes 25 different indicators that capture eight innovation dimensions, grouped into three main categories of indicators.

The main topics discussed are:

- enablers - are the basic building blocks, which allow innovation to take place - human resources, open, excellent and attractive research systems, and finance and support;
- firm activities - capture innovation efforts in European companies - company investments, linkages and entrepreneurship, and intellectual assets;
- outputs - show how this translates into benefits for the economy as a whole - innovators and economic effects.

Key words

Human resources, research system, finance and support to innovation, firm investments, networking and entrepreneurship, intellectual assets, innovation types, economic effects.

Unit of analysis

Countries.

Format of the database

Numeric data on macro level.

Scope & coverage Geographic coverage EU27, plus Norway and Iceland, and many of the candidate states to the EU, such as Croatia and Turkey. Time span 1998 to 2016.
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Producers & sponsors European Commission.

Data creation Data collection European Commission.
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Type of information available Text document available Yes. Indicators available Yes. Guidelines for use available Yes. Search or browse function available online Yes via an interactive tool that allows for comparing the performance scores, visualising country profiles, as well as measuring correlations between these scores.
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Link: http://ec.europa.eu/growth/industry/innovation/facts-figures/scoreboards_en

Content of the database

The dataset contains 25 indicators of human resources, the efficiency and attractiveness of the research systems, firms' investment in research and development, intellectual assets, employment in fast-growing and knowledge-intensive activities. Relying on these indicators, a composite indicator (the Summary Innovation Index, SII) is computed to allow a comparative assessment of research and innovation performance and the relative strengths and weaknesses of national research and innovation systems.

Usability of this data: accessibility, consultation and documentation of/on the data

The EIS indicators are freely downloadable from the European Commission website (<http://ec.europa.eu/DocsRoom/documents/17823>) in excel or pdf format. Details regarding the different components of the EIS indicator as well as the methodology used are available in the methodological report in the European Commission website.

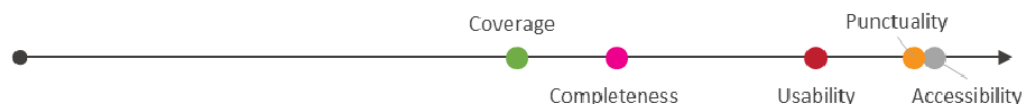
Completeness of the data with regard to JQP

The EIS dataset is relevant with regard to job quality policies as innovation usually yields changes in skills' demand, work organisation and career opportunities. Regarding the WES model, it contains indicators relatives to work organisation such and employment conditions.

Table 4.3 Summary of advantages and disadvantages of the EIS data from the perspective of JQP in Europe

Advantages	Disadvantages
<ul style="list-style-type: none"> - Broad geographical and time coverage - Comparability between European and non-European countries is possible 	<ul style="list-style-type: none"> - The social relations dimension is not covered in the survey

Figure 4.3 General validation of the EIS data



References

http://ec.europa.eu/growth/industry/innovation/facts-figures_en
<http://ec.europa.eu/DocsRoom/documents/17884>

4.4 ESENER: European Survey of Enterprises on New and Emerging Risks

Overview

Abstract

EU-OSHA's European Survey of Enterprises on New and Emerging Risks (ESENER) is an extensive survey that looks at how European workplaces manage safety and health risks in practice. Thousands of businesses and organisations across Europe are asked to respond to a questionnaire that focuses on:

- general safety and health risks in the workplace and how they are managed;
- psychosocial risks, such as stress, bullying and harassment;
- drivers of and barriers to OSH management;
- worker participation in safety and health practices.

The results from these interviews are complemented by secondary analyses involving a series of in-depth studies that focus on specific topics. Quantitative and qualitative research methodologies are applied in these studies to help better understand the main findings from the survey.

The second edition of EU-OSHA's Europe-wide survey of enterprises, ESENER-2, collected responses from almost 50,000 enterprises on OSH management and workplace risks, with a particular focus on psychosocial risks, worker participation, and drivers and barriers to action. The aim is to provide nationally comparable data to help in policy-making and assist workplaces to deal with risks more effectively. The fieldwork for this second wave was carried out in the summer-autumn of 2014. The survey provides an invaluable up-to-date snapshot of how workplace risks, and especially new and emerging risks, are being managed across Europe.

The focus on new and emerging risks means that the responses shed light on underexplored and increasingly important areas of OSH, such as psychosocial risks, which are a growing area of concern in European workplaces.

The 2014 survey is even more detailed and extensive than the first one, with the sample sizes increased by half, and in three countries the national samples have been additionally boosted. ESENER-2 includes micro enterprises of 5 to 10 employees and agricultural businesses for the first time. Five new countries - Albania, Iceland, the Former Yugoslav Republic of Macedonia, Montenegro and Serbia - have been added to the 31 that were included in 2009.

Some of the topics covered are:

- musculoskeletal disorders;
- the organisation of OSH management;
- approaches to worker participation in OSH.

Key words Safety and health at work, accidents at work, work organisation, OSH management, worker participation in OSH, psychosocial risks (work-relates stress, violence and harassment).
Unit of analysis Establishments employing at least 5 employees in all sectors of activities.
Format of the database Numeric data, meso level.

Scope & coverage
Geographic coverage EU-28, plus Albania, Iceland, Montenegro, Macedonia, Serbia, Turkey, Norway and Switzerland.
Time period Two waves in 2009 and in 2014.

Producers & sponsors European Agency for Safety and Health at Work (OSHA).
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Data creation
Data collection European Agency for Safety and Health at Work (OSHA).

Type of information available
Text document available Yes.
Indicators available Yes.
Guidelines for use available Yes.
Search or browse function available online Yes via an interactive tool. The interactive survey dashboard allows you to visualise and share ESENER data and helps you to explore the responses to a selection of questions of ESENER in detail, by country, sector type and establishment size.

Link: <https://osha.europa.eu/en/surveys-and-statistics-osh/esener>

Content of the database

ESENER provides much-needed data to policy-makers and researchers at national and European level. There is no other EU-level information source on how OSH is managed in businesses. ESENER plays a key role in helping EU-OSHA to provide cross-nationally comparable information that can contribute to OSH policy-making.

Usability of this data: accessibility, consultation and documentation of/on the data

The ESENER 2014 dataset (SPSS) can be accessed via the [UK Data Archive \(UKDA\) of the University of Essex](#). Details regarding the use of datasets as well as the methodology used are available on the OSHA website.

Completeness of the data with regard to JQP

The ESENER dataset is relevant with regard to job quality policies. The survey's aims is to assist workplaces to deal more effectively with health and safety and to, promote the health and well-being of employees. It provides cross-nationally comparable information relevant for the design and implementation of new policies in this field.

Table 4.4 Summary of advantages and disadvantages of the ESENER data from the perspective of JQP in Europe

Advantages	Disadvantages
<ul style="list-style-type: none"> - Broad geographical coverage - Comparability between European countries (in a large sense) - All types of establishments (even small) in all sectors of activities 	<ul style="list-style-type: none"> - Problems of sampling and non-response

Figure 4.4 General validation of the ESENER data



References

<https://osha.europa.eu/en/surveys-and-statistics-osh/esener>

4.5 CVTS: Continuing Vocational Training in Enterprises

Overview

Abstract

The Continuing Vocational Training Survey, abbreviated as CVTS, was the first European Union-wide survey on continuing vocational training carried out by Eurostat in a co-ordinated form (outline questionnaire, common definitions, and common recommendations with respect to the fieldwork).

CVTS concerns training measures or activities which have as their primary objective the acquisition of new competences or the development and improvement of existing ones; such CVT in enterprises must be financed at least partly by the enterprise and should concern persons employed by the enterprise (either those with a work contract or those who work directly for the enterprise such as unpaid family workers). Persons employed holding an apprenticeship or training contract should not be taken into consideration for CVT. The training measures or activities must be planned in advance and must be organised or supported with the special goal of learning. Random learning and initial vocational training (IVT) are explicitly excluded.

- CVTS1 was of pioneering nature, and is not any longer disseminated;
- CVTS2 and CVTS3 data were collected with reference year 1999 and 2005 and published by Eurostat in order to: provide the European Commission with harmonised, reliable and relevant statistical information needed to define, implement, monitor and evaluate Commission policies in the continuing vocational training in enterprises sector; and provide the EU institutions, national administrations, enterprises, professional associations and EU citizens with high quality statistical services and products in the field of training;
- CVTS2 provides comparable statistical results on training and non-training enterprises, the supply of and the demand for vocational skills, the need for continuing vocational training and its forms, content and volume, the use of enterprises' own training resources and of external providers, and the cost of continuing vocational training courses;
- CVTS3 provides comparable statistics on training enterprises, the participation to training, the volume of continuing vocational training courses and its costs, and moreover information on initial vocational training courses.

Key words

Vocational education, vocational training, participation in education and training, learning mobility, education personnel, education finance, education and training outcomes, languages.

Unit of analysis

Enterprises employing at least 10 employees.

Format of the database

Numeric data, meso level.

Scope & coverage**Geographic coverage and time period**

- Wave of 1993: EU12.
- Wave of 1999: EU-28, excluding Croatia, Cyprus, Malta and Slovakia. For Poland, only the Pomorskie region is included.
- Wave of 2005: EU-28, excluding Croatia and Norway.
- Wave of 2010: EU-28, excluding Ireland, including Norway.
- Wave of 2015: currently unknown, the data will be available mid-2017.

Producers & sponsors

EUROSTAT.

Data creation**Data collection**

EUROSTAT.

Type of information available**Text document available**

Yes.

Indicators available

Yes.

Guidelines for use available

Yes.

Search or browse function available online

Yes.

Link: <http://ec.europa.eu/eurostat/statistics-explained/index.php/>

Glossary: [Continuing vocational training survey \(CVTS\)](#)

Content of the database

CVTS provides much-needed data to policy-makers and researchers at national and European level about the topic of vocational and adult training. It allows comparisons between countries and over time.

Usability of this data: accessibility, consultation and documentation of/on the data

- 2005 and 2010 data Education and training (edtr), see:
 - participation in education and training (educ_part);
 - continuing vocational training in enterprises (trng_cvts).
- 1999 and 2005 data Education and training (edtr), see:
 - past series (trng_h);
 - continuing vocational training in enterprises - reference year 2005 (trng_cvts3);
 - continuing vocational training in enterprises - reference year 1999 (trng_cvts2).

Completeness of the data with regard to JQP

The CVTS datasets are relevant with regard to job quality policies for the training dimension and the development of skills. It allows analyses about skills mismatch. The survey's aims is to analyse adult and vocational training available in enterprises through Europe. It provides cross-nationally comparable information relevant for the design and implementation of new policies in this field.

Table 4.5 **Summary of advantages and disadvantages of the CVTS data from the perspective of JQP in Europe**

Advantages	Disadvantages
<ul style="list-style-type: none"> - Broad geographical coverage - Comparability between European countries (in a large sense) - All types of enterprises over 9 employees in all private sectors of activities 	<ul style="list-style-type: none"> - No information for small enterprises - Focus on vocational training so no more information about work organisation for example

Figure 4.5 **General validation of the CVTS data**



References
[http://ec.europa.eu/eurostat/statistics-explained/index.php/
 Glossary:Continuing_vocational_training_survey_\(CVTS\)](http://ec.europa.eu/eurostat/statistics-explained/index.php/Glossary:Continuing_vocational_training_survey_(CVTS))

5. Conclusions

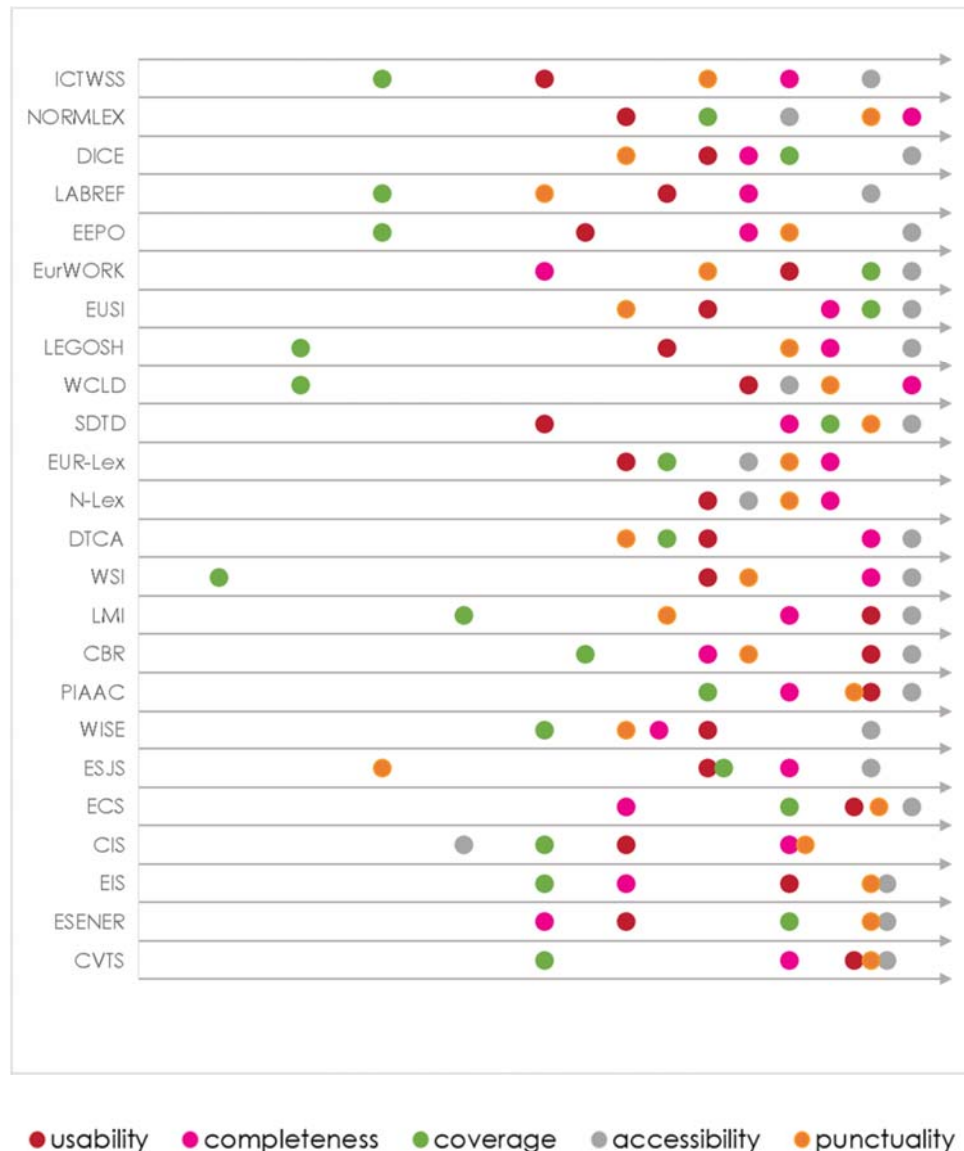
5.1 Best available

The table below provides a summary of the graphs containing a general validation of each of the databases discussed in this inventory. Each database has received a score between 0 and 10 on five criteria. First, a score has been given with regard to the *usability* of the database, based on its user-friendliness. Secondly, a score on *completeness* contains the extent to which the subjects available in the database are treated in a profound manner. Thirdly, a score on *coverage* shows the extensiveness to which the JQ topics as defined by the WES-model are available in the database. Fourthly, the *accessibility* of the database is presented by looking at the convenience with which the user can search and select the data of his interest (search tool available), the cost of consulting the database, the conditions of access, the languages in which the database is available, the clarity to which the data are disseminated to both less sophisticated and more advanced users, whether it is possible consult the database in its whole. Finally, elements such as the regularity of updates, the time in-between the action and the moment this information is available in the database, whether the database is currently still updated, are summarised in a score on *punctuality*.

Even though it is tried to base these scores on well-defined criteria, they remain an estimation and therefore merely a general indication of the factors facilitating and prohibiting the use of the databases. In the end, the validity and usefulness of a database is greatly depending on the specific needs of the research. Nevertheless, these scores provide a summary of the database information and without comparing the scores of the databases, this allows to describe some general conclusions.

First, most databases score best on ‘availability’. This implies that - not looking at the content of the databases - it is rather easy to access the data available on JQP. The second greatest observation, however, is that the lowest scores almost always go to ‘coverage’, showing that even though it is easy to access data, the databases available only contain a rather small scope of information on the topic of JQP. Given that most research combines more than one topic or subject, this necessity to use multiple data sources may complicate the research and lead to problems of comparability or difficulties of integration in one analysis. Related to this observation is that most databases included in this inventory score generally high on ‘completeness’, especially when the coverage is low. Only few databases score higher on coverage than on completeness. The majority of the databases is thus specialised in a limited amount of topics, while a minority covers a rather broad spectrum but this is merely in a less detailed manner. This could indicate a trade-off between broadness and detail.

Figure 5.1 Overview: general validation of the discussed databases



5.2 Gaps in the data

Topic-wise, the databases included in this inventory are assessed on the basis of the WES-model on job quality. This model defines elements of job quality by separating three main components: work organisation, employment conditions, and social relations. A significant difference in the coverage of these components is noted. Employment conditions are treated in most databases and in the most elaborated manner. Secondly, social relations are often present in the databases, especially the subjects of participation and representation. The component which is the least often treated in the databases, is work organisation. Since this contains merely elements of the individual organisation of daily parts of the work, it may be difficult to find general policy or legislation on this field of interest.

In general, three conclusions need to be formulated about the main gaps in the data available.

First, it is observed that the data available on the subject of job quality are strongly limited in each database. In other words, the data currently available are fragmented. An integration of the available

information of different databases containing several subjects in a profound manner would improve and facilitate comparative analyses.

Secondly, it became clear that many of the databases on public policies (legislation, etc.) are only text resources. Translation of this kind of qualitative information into quantitative indicators happens only exceptional and stands as a result in its infancy. Policy benchmarking and evaluation at the European level is strongly indicator-based or -driven (Vanhercke, 2016). A major area of improvement and innovation can thus be distinguished.

In conclusion, the main issues identified are fragmentation, a lack of integration, and a shortage of indicator databases and especially textual databases. In relation to company policies, some recent, new initiatives have been developed mainly by agencies of the EU (Eurofound, OSHA and CEDEFOP). However, also here the surveys lead to fragmented material (work organization and HR, health and safety policies and training initiatives). Stronger collaboration and integration would probably lead to better data. In addition, the sometimes low sample sizes for subcountry-level analysis could be solved and the surveys could be expanded to linked employer-employee surveys, which would increase the analytical power of the data (see *Inventory of linked employer-employee surveys on working conditions and occupational health and safety issues* by Greenan & Seghir, 2015).

5.3 Limitations of this paper

This paper only contains the results of research on this matter that were available in 2016. Also, only information that is available online is inserted in the paper. No additional information was acquired via questions and other contact with the owner or producer of the database.

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InGRID

Inclusive Growth Research Infrastructure Diffusion

Referring to the EU2020-ambition of Inclusive Growth, the general objectives of InGRID – Inclusive Growth Research Infrastructure Diffusion – are to integrate and to innovate existing, but distributed European social sciences research infrastructures on ‘Poverty and Living Conditions’ and ‘Working Conditions and Vulnerability’ by providing transnational data access, organising mutual knowledge exchange activities and improving methods and tools for comparative research. This integration will provide the related European scientific community with new and better opportunities to fulfil its key role in the development of evidence-based European policies for Inclusive Growth. In this regard specific attention is paid to a better measurement of related state policies, to high-performance statistical quality management, and to dissemination/outreach activities with the broader stakeholder community-of-interest, including European politics, civil society and statistical system.

InGRID is supported by the European Union’s Seventh Programme for Research, Technological Development and Demonstration under Grant Agreement No 312691.

More detailed information is available on the website: www.inclusivegrowth.be

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Infrastructure Diffusion
Contract No 312691

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